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1979 Bank Officer Cash Compensation Survey

A report prepared for
Bank Administration Institute's
Human Resources Commission

By

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Bank Administration Institute

Park Ridge, Illinois

Bank Administration Institute

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Conducting the Survey

This is the eighth national bank officer salary survey conducted by the Human Resources Commission of Bank Administration Institute. Survey forms were mailed to BAI members in April, 1979. A total of 3,203 banks provided usable returns. These banks ranged in asset size from under $10 million to over $1 billion.

Several changes were made in this year's survey. In addition to reporting current salary data, for the first time in the 15-year history of the study, banks were asked to provide information on annual bonuses. This was done to ensure that officers' total direct compensation is fully summarized.

Other changes in this year's survey include:

- Revising the list of survey positions, as follows:

  Eighteen positions were surveyed for banks under $50 million in assets. Forty-one positions were surveyed for banks $50 million and over in assets.

- Expanding the survey results to include 25th percentile, mean, median, and 75th percentile data.

- Requesting data on the following pay-related information:

  Reporting level

  Number of employees supervised

  Age

  Years with bank

  Years in present position

  Education.

Geographic Region and Asset Size

The data were gathered and sorted by geographic region and asset size. States that comprise the nine geographic regions are listed below. Also listed are the number of participating banks and the number of officers surveyed in each region. The following sections of this report include the results for all

regions combined (national) and for your region. Reports for banks in other geographic regions are available on request from BAI (see enclosed order form).

Participating Banks	Number of Officers Surveyed	Regions	States	
112	1,360	I. New England	Connecticut Maine Massachusetts	New Hampshire Rhode Island Vermont
211	3,051	II. Mid-Atlantic	New Jersey New York	Pennsylvania
431	4,560	III. South-Atlantic	Delaware Florida Georgia Maryland North Carolina	South Carolina Virginia Washington, D.C. West Virginia
818	8,085	IV. East-North Central	Illinois Indiana Michigan	Ohio Wisconsin
190	1,819	V. East-South Central	Alabama Kentucky	Mississippi Tennessee
600	4,234	VI. West-North Central	Iowa Kansas Minnesota Missouri	Nebraska North Dakota South Dakota
434	4,115	VII. West-South Central	Arkansas Louisiana	Oklahoma Texas
221	2,140	VIII. Mountain	Arizona Colorado Idaho Montana	New Mexico Nevada Utah Wyoming
124	1,425	IX. Pacific	Alaska California Hawaii	Oregon Washington
3,141*	30,789*			

*Of the 3,203 banks providing usable returns, 62 banks did not report their geographic region; therefore, data for their 350 officer positions were included only in the results for all regions combined (national).

Banks in each geographic region were divided into 10 asset size categories. The 10 categories and the number of banks in each category are listed below by geographic region. No tables are presented when less than five banks participated in any resource category.

Total Assets	Total*	Geographic Region I	II	III	IV	V	VI	VII	VIII	IX
1. $1 Billion and over	78	3	19	16	15	2	5	6	4	8
2. $500 to $999 million	54	2	13	10	9	4	3	7	4	2
3. $250 to $499 million	106	7	24	17	26	3	5	15	3	6
4. $100 to $249 million	353	17	48	52	103	21	30	47	19	16
5. $50 to $99 million	426	20	36	57	128	25	66	51	27	16
6. $40 to $49 million	347	19	20	46	107	17	45	54	24	15
7. $30 to $39 million	373	11	15	45	93	25	80	64	23	17
8. $20 to $29 million	457	11	18	68	110	42	91	74	30	13
9. $10 to $19 million	624	18	14	90	163	36	154	72	60	17
10. Less than $10 million	323	4	4	30	64	15	121	44	27	14

*The 62 banks that did not report geographic region are not included in these results.

Officer Positions Surveyed

The 18 positions surveyed in banks under $50 million in asset size and the 41 positions surveyed in banks $50 million and over in asset size are listed below. Positions new to this year's survey are marked with an asterisk (*).

Banks Under $50 Million in Asset Size

Chief Executive Officer
Second Ranking Officer
Branch Manager—Large
Branch Manager—Small
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
*Instalment Loan Collector
Top Instalment Loan Officer
Junior Instalment Loan Officer
Top Internal Auditing Officer
*General Loan Officer
*Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Operations Officer
Top Personnel Officer
Top Trust Department Officer

Banks $50 Million and Over in Asset Size

*Chief Executive Officer
*Second Ranking Officer
*Top Administrative Officer
Top Advertising Officer
Top Bank Investment Officer
*Bond Department Manager
Top Branch Administration Officer
Branch Manager—Large
Branch Manager—Medium
Branch Manager—Small
Top Business Development Officer
*Business Development Officer
Commercial Credit Department Manager
*Commercial Loan Department Manager
Commercial Loan Officer
Junior Commercial Loan Officer
Top Correspondent Bank Officer
Top EDP Officer
Top Financial Officer

*New position

Instalment Loan Collection Manager
*Instalment Loan Department Manager
Instalment Loan Officer
Top Internal Auditing Officer
Top International Banking Officer
*Loan Review Officer
Marketing Director
*Mortgage Loan Department Manager
Mortgage Loan Officer
*Junior Mortgage Loan Officer

*New position

*New Accounts Officer/ Representative
Officer Trainee (Master's Degree)
Officer Trainee (Bachelor's Degree Only)
Top Operations Officer
*Personal Banking Manager
*Personal Banking Officer
Top Personnel Officer
*Portfolio Manager
Top Security Officer
Training Director
Top Trust Department Officer
Trust Operations Manager

Survey Analysis

The following sections of this report contain tables, like the one shown below, which summarize the survey data. There is one table for each position in each bank asset size category in your geographic region, as well as one table for each position in each bank asset size category for all geographic regions combined.

The top portion of each table shows 25th percentile, mean, median, and 75th percentile base salary, bonus, and total compensation information.

Commercial Loan Officer
Hypothetical Survey Results

	Cases	25th	Mean	Median	75th
Base Salary[1]	34	$13,200	$18,390	$18,761	$25,683
Bonus[2]	13	790	921	972	1,000
Total Compensation[3]	34	13,500	18,949	19,500	26,000
Age	34	25	34	31	59
Years of Education	34	12	16	16	18
Years with Present Bank	34	2	9	6	33
Years in Position	34	1	6	[illegible]	28
Reporting Level	34	7	5	4	3
Total Employees Supervised	34	0	1	0	3
Asset Size (Millions)	34	$43.7	$45.8	$46.2	$48.5

[1] *Base Salary* information summarizes the range of base salaries reported by bonus-paying and nonbonus-paying banks combined.

[2] *Bonus* information summarizes the range of bonus awards in bonus-paying banks only.

[3] *Total compensation* information combines base salaries in nonbonus-paying banks with total compensation levels (i.e., base salaries plus bonus awards) in bonus-paying banks.

Because some banks did not report paying bonuses, the reported base salary information plus the reported bonus information may not equal the reported total compensation information.

The bottom portion of each table summarizes pay-related information (i.e., age, education, and so on) collected in the survey. This information is provided to assist you in evaluating your bank's actual pay levels. For example, actual pay levels for one of your bank's officers may be above the survey median compensation levels *because* your officer is older, has greater educa-

tion, years of service and time in position, is at a higher reporting level, and supervises more employees than the median of officers surveyed in his or her position.

The remainder of this section discusses two hypothetical examples, which more fully illustrate the use of this year's survey data.

Hypothetical Example 1

Compare the following data for a *hypothetical* commercial loan officer in your bank with the *hypothetical* survey results for commercial loan officers shown in the sample table on page 5.

Position:	Commercial Loan Officer
Base Salary	$24,500
Bonus	—
Total Compensation	$24,500
Age	45
Education	16
Years with Bank	12
Years in Position	10
Reporting Level	3
Total Employees Supervised	5
Bank Asset Size (Millions)	$47.0

Since your bank's hypothetical commercial loan officer did not receive a bonus, you should compare his or her total compensation of $24,500 with the range of total compensation shown in the sample table. Your bank's commercial loan officer appears to be paid well above the survey median of $19,500, and below the survey 75th percentile of $26,000. However, before concluding that your bank's commercial loan officer is overpaid, consider the following pay-related information:

1. *Age.* At 45 years, your officer is midway between the survey median of 31 and the survey 75th percentile of 59.
2. *Education.* At 16 years, your officer is at the survey median of 16.
3. *Years with bank.* At 12 years, your officer is above the survey median of 6, but well below the survey 75th percentile of 32.
4. *Years in position.* At 10 years, your officer is above the survey median of 4 years, but well below the survey 75th percentile of 28.
5. *Reporting level.* At 3, your officer is at the survey 75th percentile of 3.
6. *Total employees supervised.* At 5, your officer is above the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer probably is not overpaid. This officer is (1) above the survey 75th percentile in total number of employees supervised, (2) at the survey 75th percentile in reporting level; (3) between the survey median and survey 75th percentile in age, years with the bank, years in position, and bank asset size; and (4) at the survey median in education. Thus, this officer's total compensation of $24,500 appears to be justifiable.

Hypothetical Example 2

Let's consider a second *hypothetical* example. Suppose your bank's commercial loan officer has the following characteristics:

Position:	Commercial Loan Officer
Base Salary	$16,000
Bonus	1,600
Total Compensation	$17,600
Age	31
Education	18 (MBA)
Years with Bank	4
Years in Position	4
Reporting Level	4
Total Employees Supervised	3
Bank Asset Size (Millions)	$47.0

This commercial loan officer's base salary of $16,000 falls between the survey 25th percentile of $13,200 and the survey mean of $18,390. His or her total compensation of $17,600 falls between the survey 25th percentile base salary plus survey 25th percentile bonus of $13,990 and the survey mean base salary plus mean bonus of $19,311. Thus, this officer appears to be underpaid in both base salary and total compensation. This conclusion is reinforced by the following pay-related information:

1. *Age.* At 31, your officer is at the survey 75th percentile of 18.
2. *Education.* At 18 (MBA), your officer is at the survey 75th percentile of 18.
3. *Years with bank.* At 4, your officer is between the survey 25th percentile of 2 and the survey median of 6.
4. *Years in position.* At 4, your officer is at the survey median of 4.
5. *Reporting level.* At 4, your officer is at the survey median of 4.
6. *Total employees supervised.* At 3, your officer is at the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably underpaid. This officer is (1) at the survey 75th percentile in education and total employees supervised; (2) between

the survey median and survey 75th percentile in bank asset size; (3) at the survey median in age, years in position, and reporting level; and (4) between the survey 25th percentile and survey mean only in years with the bank. Thus, it would be justifiable to pay this officer at the survey median total compensation level of $19,500. In fact, you might decide that he or she is better qualified and has more responsibility than the median survey commercial loan officer, and should be paid above the survey median total compensation level.

Cash Compensation Data

All Regions Combined

- Banks Under $50 Millions in Asset Size
- Banks $50 Million and Over in Asset Size

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ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: LESS THAN $10 MILLION

Of the 3,203 banks submitting data for the national survey results, 332 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Mortgage Loan Officer
Top Trust Department Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	328	$20,640	$25,608	$25,000	$30,306
BONUS	212	1,500	5,480	3,200	7,864
TOTAL COMPENSATION	328	22,850	29,149	28,100	34,000
AGE	319	40	48	47	56
YEARS OF EDUCATION	326	14	15	16	16
YEARS WITH PRESENT BANK	322	3	13	7	19
YEARS IN POSITION	322	3	8	5	11
REPORTING LEVEL	327	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	322	5	9	8	12
ASSET SIZE (MILLIONS)	328	$5.4	$6.6	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	271	$14,400	$17,682	$17,500	$20,500
BONUS	182	1,000	3,324	1,889	4,400
TOTAL COMPENSATION	271	16,000	19,915	19,200	23,000
AGE	264	32	41	40	49
YEARS OF EDUCATION	270	12	14	14	16
YEARS WITH PRESENT BANK	267	3	10	7	14
YEARS IN POSITION	262	2	5	3	7
REPORTING LEVEL	220	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	228	3	7	6	10
ASSET SIZE (MILLIONS)	271	$5.7	$6.8	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$9,021	$11,822	$10,500	$15,750
BONUS	8	478	593	550	869
TOTAL COMPENSATION	17	9,071	12,101	10,810	16,000
AGE	16	27	39	34	51
YEARS OF EDUCATION	15	12	13	12	14
YEARS WITH PRESENT BANK	16	3	6	4	8
YEARS IN POSITION	16	1	4	2	6
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	2	3	3	5
ASSET SIZE (MILLIONS)	17	$6.2	$7.0	$7.2	$8.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$6,740	$9,848	$11,760	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	7,115	10,090	11,760	12,231
AGE	5	43	54	47	70
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	2	4	3	6
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$5.0	$7.0	$7.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,400	$23,092	$22,800	$27,000
BONUS	6	1,438	3,021	2,237	5,325
TOTAL COMPENSATION	11	18,500	24,739	22,800	29,500
AGE	11	33	43	41	52
YEARS OF EDUCATION	11	14	15	15	16
YEARS WITH PRESENT BANK	11	2	6	3	11
YEARS IN POSITION	11	2	5	3	5
REPORTING LEVEL	10	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	8	3	8	9	12
ASSET SIZE (MILLIONS)	11	$6.8	$7.5	$7.2	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,950	$13,718	$11,000	$18,844
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	10,450	14,298	11,000	19,794
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$6.3	$7.1	$6.8	$8.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$9,625	$11,700	$12,000	$13,425
BONUS	11	350	1,356	1,500	1,720
TOTAL COMPENSATION	16	9,963	12,633	13,250	14,599
AGE	16	28	42	47	56
YEARS OF EDUCATION	16	12	13	12	14
YEARS WITH PRESENT BANK	16	3	13	7	28
YEARS IN POSITION	16	2	7	4	8
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	3	6	6	10
ASSET SIZE (MILLIONS)	16	$5.3	$7.1	$7.6	$8.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$7,800	$10,251	$9,564	$12,450
BONUS	6	536	900	849	1,180
TOTAL COMPENSATION	9	8,329	10,851	10,561	13,310
AGE	8	27	34	31	42
YEARS OF EDUCATION	9	12	14	14	15
YEARS WITH PRESENT BANK	9	2	3	2	4
YEARS IN POSITION	7	2	2	2	2
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	9	$6.2	$6.9	$7.0	$7.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$12,450	$16,419	$15,000	$18,500
BONUS	5	513	1,798	963	3,500
TOTAL COMPENSATION	22	12,450	16,827	15,000	19,200
AGE	21	29	35	35	41
YEARS OF EDUCATION	22	12	14	13	16
YEARS WITH PRESENT BANK	22	2	4	3	4
YEARS IN POSITION	21	2	2	2	3
REPORTING LEVEL	19	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	17	1	3	1	4
ASSET SIZE (MILLIONS)	22	$6.3	$7.6	$8.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$9,723	$11,992	$11,850	$14,300
BONUS	11	482	1,290	525	1,720
TOTAL COMPENSATION	24	10,600	12,583	12,357	15,018
AGE	22	29	33	34	36
YEARS OF EDUCATION	23	12	14	13	16
YEARS WITH PRESENT BANK	23	1	5	4	6
YEARS IN POSITION	23	1	2	2	2
REPORTING LEVEL	24	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	12	1	4	2	7
ASSET SIZE (MILLIONS)	24	$6.9	$7.6	$9.0	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$8,000	$10,090	$10,000	$12,000
BONUS	14	360	1,388	929	2,250
TOTAL COMPENSATION	19	9,120	11,113	10,400	12,600
AGE	17	32	41	39	47
YEARS OF EDUCATION	19	12	13	12	13
YEARS WITH PRESENT BANK	19	4	12	8	17
YEARS IN POSITION	17	2	4	3	5
REPORTING LEVEL	16	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	3	4	3	5
ASSET SIZE (MILLIONS)	19	$5.5	$7.0	$7.3	$8.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$12,000	$14,809	$14,100	$16,650
BONUS	39	750	1,872	1,440	2,400
TOTAL COMPENSATION	73	12,900	15,809	15,000	18,130
AGE	70	30	36	34	41
YEARS OF EDUCATION	72	12	14	15	16
YEARS WITH PRESENT BANK	73	2	5	3	7
YEARS IN POSITION	73	2	3	3	4
REPORTING LEVEL	66	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	51	2	5	4	6
ASSET SIZE (MILLIONS)	73	$6.5	$7.4	$7.8	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$8,800	$10,531	$10,200	$12,000
BONUS	5	500	802	700	1,155
TOTAL COMPENSATION	11	9,200	10,895	10,200	13,000
AGE	11	24	27	26	28
YEARS OF EDUCATION	11	16	16	16	16
YEARS WITH PRESENT BANK	11	2	3	2	4
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	11	$6.0	$7.6	$7.8	$9.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	179	$10,500	$13,240	$12,600	$15,396
BONUS	102	600	1,673	1,000	2,000
TOTAL COMPENSATION	179	11,400	14,194	13,600	16,400
AGE	174	32	41	40	49
YEARS OF EDUCATION	179	12	13	12	14
YEARS WITH PRESENT BANK	178	3	10	8	14
YEARS IN POSITION	172	2	5	3	6
REPORTING LEVEL	163	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	163	4	7	6	9
ASSET SIZE (MILLIONS)	179	$6.0	$7.0	$7.3	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$7,365	$8,930	$9,600	$11,889
BONUS	6	569	1,279	1,530	1,770
TOTAL COMPENSATION	8	7,528	9,889	11,058	13,365
AGE	8	35	42	45	48
YEARS OF EDUCATION	8	12	13	12	12
YEARS WITH PRESENT BANK	8	5	10	8	16
YEARS IN POSITION	8	2	3	3	3
REPORTING LEVEL	6	4	3	4	2
TOTAL EMPLOYEES SUPERVISED	6	6	8	8	11
ASSET SIZE (MILLIONS)	8	$6.9	$8.4	$8.8	$9.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $10 TO $19 MILLION

Of the 3,203 banks submitting data for the national survey results, 651 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	648	$25,008	$31,035	$30,000	$35,000
BONUS	441	1,792	5,719	3,375	6,500
TOTAL COMPENSATION	648	28,115	34,926	33,000	38,683
AGE	632	41	49	49	57
YEARS OF EDUCATION	638	14	15	16	16
YEARS WITH PRESENT BANK	635	5	14	11	22
YEARS IN POSITION	624	4	8	7	12
REPORTING LEVEL	647	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	629	11	61	16	22
ASSET SIZE (MILLIONS)	648	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	564	$18,000	$21,658	$21,000	$24,330
BONUS	375	1,100	3,070	2,000	3,600
TOTAL COMPENSATION	564	19,200	23,699	22,500	26,305
AGE	539	36	44	42	50
YEARS OF EDUCATION	557	12	14	14	16
YEARS WITH PRESENT BANK	552	4	12	9	17
YEARS IN POSITION	535	3	6	5	8
REPORTING LEVEL	491	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	500	5	48	10	17
ASSET SIZE (MILLIONS)	564	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$12,000	$15,294	$15,666	$18,000
BONUS	13	397	1,153	538	1,952
TOTAL COMPENSATION	19	12,200	16,083	16,538	18,500
AGE	19	32	40	37	49
YEARS OF EDUCATION	18	12	14	14	15
YEARS WITH PRESENT BANK	19	2	6	5	6
YEARS IN POSITION	19	2	4	2	5
REPORTING LEVEL	17	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	18	4	10	8	13
ASSET SIZE (MILLIONS)	19	$13.0	$14.8	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	114	$10,475	$13,489	$13,500	$16,000
BONUS	65	395	1,017	625	1,499
TOTAL COMPENSATION	114	11,048	14,069	14,000	16,525
AGE	110	31	40	37	48
YEARS OF EDUCATION	111	12	14	12	16
YEARS WITH PRESENT BANK	113	3	8	5	11
YEARS IN POSITION	109	2	4	3	5
REPORTING LEVEL	104	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	105	2	4	3	5
ASSET SIZE (MILLIONS)	114	$12.9	$15.3	$15.7	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$11,400	$17,501	$15,400	$20,000
BONUS	20	376	2,150	1,775	2,244
TOTAL COMPENSATION	35	11,400	18,730	16,927	24,000
AGE	34	33	43	41	50
YEARS OF EDUCATION	34	12	14	14	16
YEARS WITH PRESENT BANK	33	3	5	5	6
YEARS IN POSITION	33	2	4	3	6
REPORTING LEVEL	34	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	6	3	10
ASSET SIZE (MILLIONS)	35	$13.4	$14.9	$15.0	$17.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$18,000	$21,248	$20,750	$24,000
BONUS	31	1,125	2,746	2,200	3,000
TOTAL COMPENSATION	56	19,575	22,769	21,960	25,612
AGE	53	34	42	37	48
YEARS OF EDUCATION	54	14	15	16	16
YEARS WITH PRESENT BANK	54	2	6	4	10
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	52	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	2	7	4	7
ASSET SIZE (MILLIONS)	56	$14.0	$15.5	$16.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,000	$13,124	$12,000	$15,000
BONUS	28	313	1,580	919	1,700
TOTAL COMPENSATION	43	11,000	14,153	13,010	15,957
AGE	39	26	36	33	43
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	42	3	8	6	8
YEARS IN POSITION	41	2	3	2	3
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	23	1	4	2	7
ASSET SIZE (MILLIONS)	43	$13.0	$15.3	$15.9	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$10,200	$14,180	$13,500	$16,800
BONUS	38	526	1,652	1,004	1,778
TOTAL COMPENSATION	67	11,050	15,118	13,500	17,700
AGE	64	32	42	40	51
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	4	12	9	18
YEARS IN POSITION	63	2	5	3	6
REPORTING LEVEL	65	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	4	10	7	15
ASSET SIZE (MILLIONS)	67	$12.0	$15.0	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$9,000	$10,843	$10,350	$12,130
BONUS	21	368	1,308	1,000	1,225
TOTAL COMPENSATION	46	9,195	11,440	10,800	12,700
AGE	45	29	34	31	40
YEARS OF EDUCATION	45	12	14	13	15
YEARS WITH PRESENT BANK	46	2	6	3	8
YEARS IN POSITION	45	1	3	2	3
REPORTING LEVEL	40	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	1	6	3	10
ASSET SIZE (MILLIONS)	46	$13.9	$15.6	$15.8	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	187	$13,200	$15,929	$15,500	$18,100
BONUS	115	500	1,443	1,070	1,590
TOTAL COMPENSATION	187	13,910	16,816	16,000	19,600
AGE	178	30	37	34	42
YEARS OF EDUCATION	183	12	14	14	16
YEARS WITH PRESENT BANK	182	3	6	5	8
YEARS IN POSITION	177	2	4	3	5
REPORTING LEVEL	174	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	135	2	4	3	4
ASSET SIZE (MILLIONS)	187	$12.9	$15.1	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	138	$10,017	$11,858	$11,962	$13,200
BONUS	85	408	904	724	1,112
TOTAL COMPENSATION	138	10,700	12,415	12,038	14,000
AGE	130	27	34	31	38
YEARS OF EDUCATION	134	12	14	14	16
YEARS WITH PRESENT BANK	135	3	7	5	8
YEARS IN POSITION	132	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	75	1	4	2	5
ASSET SIZE (MILLIONS)	138	$12.6	$15.3	$15.5	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$10,200	$12,416	$12,000	$13,480
BONUS	48	793	1,927	1,250	2,000
TOTAL COMPENSATION	93	10,450	13,411	12,500	14,370
AGE	85	32	42	41	51
YEARS OF EDUCATION	91	12	13	12	16
YEARS WITH PRESENT BANK	92	4	12	9	17
YEARS IN POSITION	84	2	4	2	4
REPORTING LEVEL	80	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	50	3	9	6	12
ASSET SIZE (MILLIONS)	93	$11.9	$14.5	$14.9	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	254	$13,200	$16,006	$15,980	$18,738
BONUS	155	700	1,784	1,200	2,200
TOTAL COMPENSATION	254	14,000	17,095	16,910	19,617
AGE	241	31	39	36	45
YEARS OF EDUCATION	252	12	14	15	16
YEARS WITH PRESENT BANK	250	3	8	6	10
YEARS IN POSITION	244	2	4	3	5
REPORTING LEVEL	229	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	161	2	5	3	6
ASSET SIZE (MILLIONS)	254	$12.6	$15.0	$15.4	$17.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$12,360	$16,097	$15,000	$18,200
BONUS	19	800	2,824	1,200	3,000
TOTAL COMPENSATION	31	12,800	17,828	15,900	20,000
AGE	28	37	44	44	49
YEARS OF EDUCATION	30	12	13	12	14
YEARS WITH PRESENT BANK	29	3	9	6	13
YEARS IN POSITION	29	2	4	2	5
REPORTING LEVEL	27	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	7	3	12
ASSET SIZE (MILLIONS)	31	$15.2	$16.2	$17.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$9,200	$11,015	$10,800	$12,480
BONUS	22	200	668	481	932
TOTAL COMPENSATION	43	9,450	11,357	11,000	13,000
AGE	41	24	28	27	30
YEARS OF EDUCATION	43	16	16	16	16
YEARS WITH PRESENT BANK	42	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	34	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	1	5	3	7
ASSET SIZE (MILLIONS)	43	$12.5	$15.3	$15.4	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	458	$12,500	$15,989	$15,500	$18,975
BONUS	296	750	1,873	1,208	2,400
TOTAL COMPENSATION	458	13,200	17,199	16,500	19,925
AGE	443	33	41	40	49
YEARS OF EDUCATION	451	12	14	13	16
YEARS WITH PRESENT BANK	451	5	11	9	16
YEARS IN POSITION	438	2	5	4	7
REPORTING LEVEL	423	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	428	6	12	10	16
ASSET SIZE (MILLIONS)	458	$12.2	$14.7	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$10,475	$13,005	$12,100	$14,425
BONUS	37	713	1,875	1,000	1,663
TOTAL COMPENSATION	54	10,975	14,290	13,282	15,000
AGE	51	35	43	42	51
YEARS OF EDUCATION	54	12	13	12	14
YEARS WITH PRESENT BANK	53	6	13	11	19
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	47	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	4	11	10	16
ASSET SIZE (MILLIONS)	54	$13.0	$15.0	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$14,804	$28,134	$20,000	$31,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	14,854	29,496	20,000	33,180
AGE	9	41	48	49	55
YEARS OF EDUCATION	9	13	15	14	17
YEARS WITH PRESENT BANK	9	6	12	10	20
YEARS IN POSITION	9	2	7	6	11
REPORTING LEVEL	7	4	3	2	2
TOTAL EMPLOYEES SUPERVISED	7	2	14	8	24
ASSET SIZE (MILLIONS)	9	$13.8	$15.4	$15.3	$18.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $20 TO $29 MILLION

Of the 3,203 banks submitting data for the national survey results, 463 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	460	$30,000	$36,206	$35,000	$40,000
BONUS	289	2,130	5,387	4,000	7,000
TOTAL COMPENSATION	460	32,800	39,590	37,294	44,675
AGE	451	43	50	50	56
YEARS OF EDUCATION	454	14	15	16	16
YEARS WITH PRESENT BANK	453	6	15	12	22
YEARS IN POSITION	442	4	8	7	11
REPORTING LEVEL	458	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	447	20	35	28	35
ASSET SIZE (MILLIONS)	460	$22.0	$24.3	$24.1	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	395	$21,400	$25,109	$25,000	$28,500
BONUS	239	1,250	3,294	2,260	4,012
TOTAL COMPENSATION	395	23,000	27,103	26,600	30,762
AGE	389	37	45	43	52
YEARS OF EDUCATION	391	12	14	15	16
YEARS WITH PRESENT BANK	388	5	13	10	19
YEARS IN POSITION	374	3	6	5	8
REPORTING LEVEL	362	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	354	8	30	20	31
ASSET SIZE (MILLIONS)	395	$22.0	$24.3	$24.2	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$13,356	$17,265	$18,000	$20,000
BONUS	20	506	1,631	1,200	1,993
TOTAL COMPENSATION	42	13,875	18,041	18,861	21,125
AGE	39	33	40	37	46
YEARS OF EDUCATION	41	12	13	13	15
YEARS WITH PRESENT BANK	40	4	10	7	13
YEARS IN POSITION	39	2	5	4	6
REPORTING LEVEL	38	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	42	6	10	9	12
ASSET SIZE (MILLIONS)	42	$23.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	149	$11,224	$14,167	$13,800	$16,585
BONUS	88	500	1,234	988	1,539
TOTAL COMPENSATION	149	11,713	14,896	14,500	17,450
AGE	144	32	41	40	50
YEARS OF EDUCATION	146	12	13	12	15
YEARS WITH PRESENT BANK	146	3	10	7	12
YEARS IN POSITION	144	2	5	3	6
REPORTING LEVEL	141	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	144	3	4	4	5
ASSET SIZE (MILLIONS)	149	$22.6	$24.9	$25.0	$27.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,150	$17,769	$16,700	$21,063
BONUS	34	514	1,330	1,000	1,852
TOTAL COMPENSATION	70	12,775	18,415	17,050	23,025
AGE	68	33	44	43	54
YEARS OF EDUCATION	67	13	15	16	16
YEARS WITH PRESENT BANK	69	2	8	5	8
YEARS IN POSITION	66	2	4	3	5
REPORTING LEVEL	66	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	1	7	3	6
ASSET SIZE (MILLIONS)	70	$23.0	$25.3	$25.2	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$18,000	$21,972	$21,550	$25,515
BONUS	70	825	2,546	1,883	3,379
TOTAL COMPENSATION	128	19,000	23,365	22,796	27,328
AGE	127	34	42	40	49
YEARS OF EDUCATION	126	14	15	16	16
YEARS WITH PRESENT BANK	128	3	8	6	11
YEARS IN POSITION	122	2	4	3	5
REPORTING LEVEL	118	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	8	4	7
ASSET SIZE (MILLIONS)	128	$22.9	$24.9	$25.0	$27.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$11,250	$13,591	$13,840	$16,000
BONUS	31	500	1,680	1,200	1,769
TOTAL COMPENSATION	49	12,000	14,654	14,700	17,055
AGE	49	27	34	31	40
YEARS OF EDUCATION	49	12	14	16	16
YEARS WITH PRESENT BANK	49	3	8	6	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	47	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	29	1	5	2	6
ASSET SIZE (MILLIONS)	49	$22.5	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	85	$13,000	$16,123	$15,000	$19,000
BONUS	50	594	1,341	1,119	1,725
TOTAL COMPENSATION	85	14,075	16,911	16,000	19,851
AGE	83	32	41	39	50
YEARS OF EDUCATION	83	12	14	14	16
YEARS WITH PRESENT BANK	83	3	11	7	17
YEARS IN POSITION	80	2	5	3	7
REPORTING LEVEL	83	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	69	4	12	9	18
ASSET SIZE (MILLIONS)	85	$22.6	$24.8	$25.0	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	79	$10,000	$11,053	$11,075	$12,500
BONUS	40	465	847	750	1,000
TOTAL COMPENSATION	79	10,000	11,482	11,700	13,000
AGE	78	27	35	32	41
YEARS OF EDUCATION	79	12	14	13	16
YEARS WITH PRESENT BANK	79	2	5	3	6
YEARS IN POSITION	79	2	3	2	3
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	1	6	3	7
ASSET SIZE (MILLIONS)	79	$22.0	$24.8	$25.0	$27.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	255	$14,500	$17,120	$16,500	$19,500
BONUS	151	750	1,766	1,500	2,150
TOTAL COMPENSATION	255	15,050	18,165	17,810	20,790
AGE	251	32	39	37	45
YEARS OF EDUCATION	251	12	14	14	16
YEARS WITH PRESENT BANK	254	3	8	6	10
YEARS IN POSITION	248	2	5	3	6
REPORTING LEVEL	241	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	2	5	3	5
ASSET SIZE (MILLIONS)	255	$22.0	$24.5	$24.7	$26.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$10,800	$12,453	$12,250	$14,200
BONUS	93	554	1,129	1,037	1,500
TOTAL COMPENSATION	183	11,390	13,027	12,844	14,800
AGE	181	28	34	32	39
YEARS OF EDUCATION	182	12	14	14	16
YEARS WITH PRESENT BANK	182	2	6	5	8
YEARS IN POSITION	176	2	3	2	3
REPORTING LEVEL	175	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	97	1	4	2	5
ASSET SIZE (MILLIONS)	183	$23.0	$25.2	$25.3	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	115	$10,644	$13,629	$12,550	$15,000
BONUS	60	789	1,384	1,155	1,628
TOTAL COMPENSATION	115	11,100	14,351	13,000	15,805
AGE	113	31	41	41	50
YEARS OF EDUCATION	112	12	14	13	16
YEARS WITH PRESENT BANK	113	5	11	9	15
YEARS IN POSITION	111	2	4	3	5
REPORTING LEVEL	107	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	57	1	10	3	12
ASSET SIZE (MILLIONS)	115	$23.0	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	232	$15,000	$18,089	$18,000	$20,200
BONUS	134	773	2,056	1,485	2,500
TOTAL COMPENSATION	232	16,000	19,276	18,975	22,384
AGE	221	32	40	37	47
YEARS OF EDUCATION	227	12	14	14	16
YEARS WITH PRESENT BANK	225	3	9	7	12
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	221	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	164	2	6	4	7
ASSET SIZE (MILLIONS)	232	$22.9	$24.7	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$14,040	$17,982	$18,000	$20,501
BONUS	30	769	1,644	1,368	2,015
TOTAL COMPENSATION	67	15,000	18,718	18,750	21,200
AGE	65	32	41	40	49
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	3	9	8	12
YEARS IN POSITION	63	2	4	3	4
REPORTING LEVEL	64	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	8	3	4
ASSET SIZE (MILLIONS)	67	$22.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$9,195	$10,901	$10,350	$12,500
BONUS	11	215	802	500	1,340
TOTAL COMPENSATION	32	9,615	11,176	10,500	12,957
AGE	31	24	27	25	28
YEARS OF EDUCATION	32	16	16	16	16
YEARS WITH PRESENT BANK	32	2	4	2	3
YEARS IN POSITION	30	1	2	2	2
REPORTING LEVEL	31	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	4	6
ASSET SIZE (MILLIONS)	32	$22.0	$24.5	$24.5	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	353	$15,454	$18,296	$18,000	$21,000
BONUS	192	810	2,131	1,500	2,500
TOTAL COMPENSATION	353	16,225	19,455	19,200	22,978
AGE	351	33	41	40	47
YEARS OF EDUCATION	348	12	14	14	16
YEARS WITH PRESENT BANK	351	5	11	8	17
YEARS IN POSITION	339	2	5	4	6
REPORTING LEVEL	335	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	329	11	20	18	27
ASSET SIZE (MILLIONS)	353	$22.0	$24.4	$24.5	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$12,000	$15,026	$13,900	$16,500
BONUS	37	740	1,585	1,300	2,060
TOTAL COMPENSATION	72	12,500	15,841	14,607	17,125
AGE	70	33	42	42	49
YEARS OF EDUCATION	69	12	14	13	16
YEARS WITH PRESENT BANK	70	6	12	10	19
YEARS IN POSITION	68	2	4	3	4
REPORTING LEVEL	67	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	57	5	16	15	23
ASSET SIZE (MILLIONS)	72	$22.3	$24.6	$24.8	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$12,600	$18,085	$17,520	$19,795
BONUS	15	950	1,931	1,385	2,673
TOTAL COMPENSATION	23	13,550	19,344	18,808	22,200
AGE	23	37	46	45	58
YEARS OF EDUCATION	21	14	16	16	17
YEARS WITH PRESENT BANK	23	3	13	10	22
YEARS IN POSITION	23	2	6	3	9
REPORTING LEVEL	20	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	1	3	1	2
ASSET SIZE (MILLIONS)	23	$23.0	$25.1	$25.1	$27.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $30 TO $39 MILLION

Of the 3,203 banks submitting data for the national survey results, 375 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	373	$33,342	$38,466	$38,000	$43,475
BONUS	236	2,126	6,021	4,114	7,000
TOTAL COMPENSATION	373	35,368	42,275	41,400	48,000
AGE	366	45	52	52	59
YEARS OF EDUCATION	371	14	15	16	16
YEARS WITH PRESENT BANK	364	6	17	15	26
YEARS IN POSITION	36[illegible]	4	9	7	12
REPORTING LEVEL	373	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	356	28	39	38	49
ASSET SIZE (MILLIONS)	373	$31.3	$34.1	$34.0	$36.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	317	$24,000	$28,123	$27,500	$31,000
BONUS	192	1,500	3,649	2,500	4,424
TOTAL COMPENSATION	317	25,004	30,333	29,500	34,235
AGE	308	40	48	48	55
YEARS OF EDUCATION	313	12	15	15	16
YEARS WITH PRESENT BANK	310	7	15	13	23
YEARS IN POSITION	303	3	7	6	10
REPORTING LEVEL	300	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	289	9	27	26	42
ASSET SIZE (MILLIONS)	317	$31.4	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$14,400	$17,404	$18,000	$20,688
BONUS	29	808	1,615	1,400	2,005
TOTAL COMPENSATION	56	15,000	18,241	18,517	20,688
AGE	54	35	43	41	51
YEARS OF EDUCATION	54	12	14	14	16
YEARS WITH PRESENT BANK	54	4	10	9	14
YEARS IN POSITION	51	2	4	3	5
REPORTING LEVEL	51	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	53	6	11	10	14
ASSET SIZE (MILLIONS)	56	$31.9	$34.6	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	161	$10,500	$13,731	$13,200	$16,166
BONUS	84	500	1,180	950	1,561
TOTAL COMPENSATION	161	11,100	14,347	13,810	16,623
AGE	156	33	40	39	48
YEARS OF EDUCATION	158	12	13	12	15
YEARS WITH PRESENT BANK	156	4	9	7	12
YEARS IN POSITION	154	2	4	3	5
REPORTING LEVEL	153	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	156	3	5	4	6
ASSET SIZE (MILLIONS)	161	$32.0	$34.4	$34.7	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$13,150	$17,374	$17,175	$20,150
BONUS	49	563	1,484	1,100	1,862
TOTAL COMPENSATION	86	13,500	18,219	17,516	21,970
AGE	83	32	43	41	51
YEARS OF EDUCATION	83	12	15	16	16
YEARS WITH PRESENT BANK	85	3	9	6	12
YEARS IN POSITION	83	2	4	2	5
REPORTING LEVEL	81	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	43	1	5	2	4
ASSET SIZE (MILLIONS)	86	$32.0	$34.7	$35.0	$37.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	141	$19,950	$23,325	$23,500	$26,450
BONUS	74	1,200	2,266	1,768	3,026
TOTAL COMPENSATION	141	20,910	24,515	24,170	27,789
AGE	139	35	42	39	47
YEARS OF EDUCATION	140	13	15	16	16
YEARS WITH PRESENT BANK	139	4	10	8	13
YEARS IN POSITION	137	2	5	3	6
REPORTING LEVEL	136	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	118	3	9	5	9
ASSET SIZE (MILLIONS)	141	$32.0	$34.8	$35.0	$38.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,075	$14,687	$14,835	$17,000
BONUS	26	264	926	606	1,425
TOTAL COMPENSATION	70	12,175	15,031	15,170	17,525
AGE	67	29	35	33	38
YEARS OF EDUCATION	68	12	14	15	16
YEARS WITH PRESENT BANK	67	3	7	5	9
YEARS IN POSITION	64	2	3	2	4
REPORTING LEVEL	66	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	1	6	2	4
ASSET SIZE (MILLIONS)	70	$32.0	$34.5	$35.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$13,800	$16,661	$16,000	$19,000
BONUS	42	663	1,610	1,227	1,932
TOTAL COMPENSATION	83	14,012	17,476	16,374	21,000
AGE	80	32	39	36	47
YEARS OF EDUCATION	82	12	14	14	16
YEARS WITH PRESENT BANK	82	6	11	8	15
YEARS IN POSITION	79	2	4	3	5
REPORTING LEVEL	80	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	66	2	7	4	10
ASSET SIZE (MILLIONS)	83	$32.0	$34.6	$34.7	$37.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	113	$10,000	$11,787	$11,340	$13,200
BONUS	53	400	846	700	1,269
TOTAL COMPENSATION	113	10,125	12,183	11,572	14,165
AGE	106	27	35	32	41
YEARS OF EDUCATION	112	12	13	13	15
YEARS WITH PRESENT BANK	110	2	5	4	6
YEARS IN POSITION	108	2	3	2	3
REPORTING LEVEL	102	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	32	1	3	2	3
ASSET SIZE (MILLIONS)	113	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	260	$15,300	$18,306	$18,000	$20,998
BONUS	139	862	1,720	1,435	2,300
TOTAL COMPENSATION	260	16,213	19,226	19,000	21,657
AGE	253	33	40	38	45
YEARS OF EDUCATION	258	12	14	14	16
YEARS WITH PRESENT BANK	256	4	9	8	12
YEARS IN POSITION	249	2	5	3	6
REPORTING LEVEL	248	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	218	2	5	4	5
ASSET SIZE (MILLIONS)	260	$31.4	$34.1	$34.0	$36.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	195	$11,400	$13,190	$12,600	$15,000
BONUS	101	500	1,183	900	1,500
TOTAL COMPENSATION	195	11,700	13,803	13,200	15,700
AGE	189	28	35	33	41
YEARS OF EDUCATION	191	12	14	14	16
YEARS WITH PRESENT BANK	190	3	7	6	10
YEARS IN POSITION	187	2	3	2	4
REPORTING LEVEL	183	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	95	1	4	2	4
ASSET SIZE (MILLIONS)	195	$32.0	$34.2	$34.0	$36.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	142	$11,879	$14,380	$14,000	$16,500
BONUS	83	500	1,220	950	1,500
TOTAL COMPENSATION	142	12,211	15,093	14,500	17,200
AGE	134	32	41	39	51
YEARS OF EDUCATION	137	12	14	14	16
YEARS WITH PRESENT BANK	136	4	12	8	17
YEARS IN POSITION	134	2	4	3	4
REPORTING LEVEL	130	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	61	1	9	3	12
ASSET SIZE (MILLIONS)	142	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	229	$16,000	$19,296	$19,200	$21,884
BONUS	140	844	2,166	1,720	2,675
TOTAL COMPENSATION	229	16,700	20,621	20,150	24,017
AGE	225	34	42	41	49
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	224	5	11	9	15
YEARS IN POSITION	219	2	5	4	8
REPORTING LEVEL	216	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	148	2	7	4	8
ASSET SIZE (MILLIONS)	229	$31.6	$34.2	$34.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$14,000	$17,878	$17,160	$21,000
BONUS	42	581	1,489	1,164	2,062
TOTAL COMPENSATION	91	14,500	18,565	18,000	22,000
AGE	91	35	42	41	48
YEARS OF EDUCATION	91	12	14	14	16
YEARS WITH PRESENT BANK	90	3	10	8	14
YEARS IN POSITION	88	2	4	3	5
REPORTING LEVEL	89	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	73	1	4	2	4
ASSET SIZE (MILLIONS)	91	$32.0	$34.5	$35.0	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$9,475	$11,050	$10,800	$12,075
BONUS	15	138	999	400	1,000
TOTAL COMPENSATION	42	9,573	11,407	11,175	12,375
AGE	40	25	27	27	29
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	41	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	38	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	7	6	11
ASSET SIZE (MILLIONS)	42	$32.0	$34.2	$33.5	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	313	$17,204	$20,411	$20,100	$23,400
BONUS	175	900	2,201	1,719	2,880
TOTAL COMPENSATION	313	18,000	21,641	20,991	24,500
AGE	307	35	43	42	50
YEARS OF EDUCATION	309	12	14	14	16
YEARS WITH PRESENT BANK	308	6	13	10	18
YEARS IN POSITION	302	2	6	4	8
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	299	14	24	21	33
ASSET SIZE (MILLIONS)	313	$31.1	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$12,063	$15,813	$15,100	$18,000
BONUS	43	496	1,573	1,100	1,734
TOTAL COMPENSATION	80	12,518	16,659	16,025	18,999
AGE	79	34	44	43	52
YEARS OF EDUCATION	80	12	14	14	16
YEARS WITH PRESENT BANK	79	7	12	11	15
YEARS IN POSITION	78	2	4	3	6
REPORTING LEVEL	76	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	4	18	12	29
ASSET SIZE (MILLIONS)	80	$32.0	$34.5	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$15,000	$20,190	$19,710	$24,363
BONUS	39	1,000	2,272	1,700	3,000
TOTAL COMPENSATION	58	16,528	21,718	21,100	25,751
AGE	55	34	45	45	54
YEARS OF EDUCATION	55	13	15	16	16
YEARS WITH PRESENT BANK	55	6	13	8	18
YEARS IN POSITION	54	3	6	5	8
REPORTING LEVEL	56	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	4	2	3
ASSET SIZE (MILLIONS)	58	$32.0	$34.6	$35.0	$37.5

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $40 TO $49 MILLION

Of the 3,203 banks submitting data for the national survey results, 358 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	357	$37,500	$43,556	$42,600	$48,000
BONUS	213	2,910	6,894	4,635	8,536
TOTAL COMPENSATION	357	40,000	47,669	45,680	52,050
AGE	347	46	52	52	58
YEARS OF EDUCATION	351	14	15	16	16
YEARS WITH PRESENT BANK	350	8	17	14	24
YEARS IN POSITION	347	4	9	8	12
REPORTING LEVEL	357	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	340	40	53	51	65
ASSET SIZE (MILLIONS)	357	$42.0	$45.1	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	304	$26,400	$30,913	$30,000	$34,230
BONUS	171	2,000	3,919	3,000	5,000
TOTAL COMPENSATION	304	27,796	33,117	32,094	37,000
AGE	299	41	48	47	54
YEARS OF EDUCATION	297	13	15	16	16
YEARS WITH PRESENT BANK	300	6	15	14	22
YEARS IN POSITION	295	2	6	5	8
REPORTING LEVEL	288	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	281	10	34	33	50
ASSET SIZE (MILLIONS)	304	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$16,000	$19,905	$19,000	$22,500
BONUS	47	1,023	2,144	1,650	2,471
TOTAL COMPENSATION	91	17,000	21,013	19,910	24,000
AGE	88	34	43	41	49
YEARS OF EDUCATION	89	12	14	14	16
YEARS WITH PRESENT BANK	90	4	10	8	14
YEARS IN POSITION	87	2	5	4	6
REPORTING LEVEL	90	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	87	9	14	11	16
ASSET SIZE (MILLIONS)	91	$42.0	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$11,500	$14,554	$14,000	$17,420
BONUS	92	596	1,311	1,180	1,718
TOTAL COMPENSATION	183	11,700	15,213	14,800	18,394
AGE	177	33	41	40	48
YEARS OF EDUCATION	180	12	13	12	14
YEARS WITH PRESENT BANK	179	5	11	9	15
YEARS IN POSITION	173	2	4	3	6
REPORTING LEVEL	177	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	172	3	5	5	6
ASSET SIZE (MILLIONS)	183	$42.0	$45.4	$45.8	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,290	$18,223	$18,000	$22,000
BONUS	56	500	1,239	1,000	1,770
TOTAL COMPENSATION	121	14,300	18,796	18,692	22,500
AGE	116	35	44	42	53
YEARS OF EDUCATION	118	12	14	14	16
YEARS WITH PRESENT BANK	120	3	9	7	12
YEARS IN POSITION	119	2	4	3	6
REPORTING LEVEL	113	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	67	1	6	2	5
ASSET SIZE (MILLIONS)	121	$42.7	$45.7	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$20,015	$24,357	$24,000	$27,648
BONUS	98	948	2,328	1,953	3,288
TOTAL COMPENSATION	198	21,313	25,510	25,000	29,181
AGE	191	34	41	39	47
YEARS OF EDUCATION	191	14	15	16	16
YEARS WITH PRESENT BANK	192	3	9	7	13
YEARS IN POSITION	185	2	5	4	6
REPORTING LEVEL	187	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	158	2	8	5	10
ASSET SIZE (MILLIONS)	198	$42.4	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	99	$13,500	$16,099	$15,500	$19,100
BONUS	50	375	1,024	740	1,275
TOTAL COMPENSATION	99	13,700	16,616	16,000	19,300
AGE	94	30	36	33	40
YEARS OF EDUCATION	96	12	15	16	16
YEARS WITH PRESENT BANK	96	3	7	5	8
YEARS IN POSITION	92	2	3	2	4
REPORTING LEVEL	94	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	2	4
ASSET SIZE (MILLIONS)	99	$41.0	$45.1	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	124	$15,063	$19,023	$18,900	$22,242
BONUS	63	750	1,503	1,350	1,875
TOTAL COMPENSATION	124	15,775	19,786	19,493	23,150
AGE	121	32	42	40	50
YEARS OF EDUCATION	123	12	15	15	16
YEARS WITH PRESENT BANK	123	5	12	10	17
YEARS IN POSITION	119	2	5	3	7
REPORTING LEVEL	118	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	11	4	10
ASSET SIZE (MILLIONS)	124	$42.4	$45.8	$46.6	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	156	$9,600	$11,907	$11,470	$13,795
BONUS	64	318	865	775	1,245
TOTAL COMPENSATION	156	10,000	12,262	11,525	14,296
AGE	151	27	35	31	39
YEARS OF EDUCATION	150	12	14	13	15
YEARS WITH PRESENT BANK	152	2	5	3	5
YEARS IN POSITION	150	2	3	2	3
REPORTING LEVEL	147	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	59	1	2	1	2
ASSET SIZE (MILLIONS)	156	$43.6	$45.9	$47.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	279	$16,080	$19,066	$18,700	$21,600
BONUS	146	815	1,694	1,357	2,333
TOTAL COMPENSATION	279	17,000	19,953	19,500	22,450
AGE	271	33	41	39	46
YEARS OF EDUCATION	268	12	14	14	16
YEARS WITH PRESENT BANK	274	5	10	8	12
YEARS IN POSITION	267	2	6	4	7
REPORTING LEVEL	266	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	233	3	6	5	6
ASSET SIZE (MILLIONS)	279	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	226	$12,038	$13,933	$13,680	$15,425
BONUS	109	500	1,011	1,000	1,400
TOTAL COMPENSATION	226	12,500	14,420	14,000	16,000
AGE	222	29	35	33	38
YEARS OF EDUCATION	222	12	14	14	16
YEARS WITH PRESENT BANK	224	3	7	6	10
YEARS IN POSITION	217	2	3	3	4
REPORTING LEVEL	216	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	124	1	3	2	4
ASSET SIZE (MILLIONS)	226	$42.0	$45.3	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	199	$12,400	$15,059	$14,400	$17,000
BONUS	105	500	1,295	1,000	1,600
TOTAL COMPENSATION	199	13,000	15,742	15,000	17,600
AGE	195	31	40	39	48
YEARS OF EDUCATION	194	12	14	14	16
YEARS WITH PRESENT BANK	198	4	10	8	13
YEARS IN POSITION	194	2	4	3	5
REPORTING LEVEL	173	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	1	7	1	3
ASSET SIZE (MILLIONS)	199	$42.0	$45.4	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	202	$16,400	$19,677	$18,650	$23,000
BONUS	107	964	1,839	1,580	2,400
TOTAL COMPENSATION	202	17,008	20,651	20,173	24,000
AGE	200	34	42	41	48
YEARS OF EDUCATION	199	12	14	14	16
YEARS WITH PRESENT BANK	201	4	11	8	15
YEARS IN POSITION	195	2	5	4	7
REPORTING LEVEL	195	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	133	2	6	4	8
ASSET SIZE (MILLIONS)	202	$42.0	$45.1	$45.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	151	$15,000	$19,396	$19,260	$22,645
BONUS	80	725	1,611	1,228	2,250
TOTAL COMPENSATION	151	16,400	20,250	19,600	23,250
AGE	148	34	43	42	51
YEARS OF EDUCATION	149	12	14	14	16
YEARS WITH PRESENT BANK	150	4	11	8	15
YEARS IN POSITION	145	2	5	4	7
REPORTING LEVEL	146	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	111	1	4	2	3
ASSET SIZE (MILLIONS)	151	$42.0	$45.6	$46.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$9,500	$11,045	$10,800	$12,000
BONUS	21	160	685	500	1,042
TOTAL COMPENSATION	55	9,600	11,307	11,000	12,563
AGE	52	25	28	27	29
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	53	2	3	2	4
YEARS IN POSITION	53	1	2	2	2
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	2	5	2	10
ASSET SIZE (MILLIONS)	55	$41.4	$44.7	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	309	$18,330	$22,448	$21,120	$24,948
BONUS	167	1,080	2,153	1,760	2,695
TOTAL COMPENSATION	309	19,325	23,612	22,400	26,450
AGE	305	36	43	43	50
YEARS OF EDUCATION	304	12	14	14	16
YEARS WITH PRESENT BANK	306	6	13	11	20
YEARS IN POSITION	297	2	6	4	8
REPORTING LEVEL	299	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	291	16	31	29	41
ASSET SIZE (MILLIONS)	309	$42.0	$45.0	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	140	$13,000	$16,069	$15,125	$18,150
BONUS	62	611	1,426	1,145	1,800
TOTAL COMPENSATION	140	13,500	16,701	16,000	18,612
AGE	138	33	42	40	50
YEARS OF EDUCATION	136	12	14	14	16
YEARS WITH PRESENT BANK	138	6	12	9	16
YEARS IN POSITION	137	2	4	3	5
REPORTING LEVEL	135	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	107	3	20	9	28
ASSET SIZE (MILLIONS)	140	$44.0	$46.0	$47.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	100	$16,425	$20,715	$20,735	$24,000
BONUS	55	1,000	1,931	1,667	2,683
TOTAL COMPENSATION	100	17,000	21,777	21,570	25,075
AGE	98	37	45	44	53
YEARS OF EDUCATION	99	13	15	16	16
YEARS WITH PRESENT BANK	98	3	12	8	16
YEARS IN POSITION	96	2	6	4	8
REPORTING LEVEL	96	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	84	1	3	2	3
ASSET SIZE (MILLIONS)	100	$42.0	$45.5	$46.0	$49.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $50 TO $99 MILLION

Of the 3,203 banks submitting data for the national survey results, 431 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Correspondent Bank Officer
Top International Banking Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	425	$42,450	$50,226	$49,000	$55,256
BONUS	220	3,639	8,477	5,375	10,000
TOTAL COMPENSATION	425	45,000	54,613	52,200	61,000
AGE	418	46	53	54	59
YEARS OF EDUCATION	410	14	15	16	16
YEARS WITH PRESENT BANK	419	8	18	16	26
YEARS IN POSITION	414	4	9	7	12
REPORTING LEVEL	424	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	407	65	85	83	102
ASSET SIZE (MILLIONS)	425	$62.0	$72.8	$72.2	$83.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	350	$30,000	$35,531	$34,000	$39,375
BONUS	168	2,246	4,796	3,425	5,682
TOTAL COMPENSATION	350	31,275	37,833	35,620	42,106
AGE	345	42	49	48	56
YEARS OF EDUCATION	339	13	15	16	16
YEARS WITH PRESENT BANK	346	7	17	15	26
YEARS IN POSITION	335	2	6	4	7
REPORTING LEVEL	332	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	321	15	55	59	84
ASSET SIZE (MILLIONS)	350	$60.7	$71.9	$70.9	$82.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	146	$20,225	$26,646	$26,500	$30,500
BONUS	58	1,435	2,711	2,150	3,456
TOTAL COMPENSATION	146	21,981	27,723	27,000	31,275
AGE	143	38	46	46	54
YEARS OF EDUCATION	144	12	14	15	16
YEARS WITH PRESENT BANK	145	7	15	14	23
YEARS IN POSITION	142	2	5	4	7
REPORTING LEVEL	143	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	138	7	43	38	69
ASSET SIZE (MILLIONS)	146	$62.9	$75.3	$77.2	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	38	$15,383	$18,741	$17,850	$20,750
BONUS	13	893	1,231	1,218	1,695
TOTAL COMPENSATION	38	15,460	19,162	18,103	22,001
AGE	38	34	43	42	50
YEARS OF EDUCATION	36	12	14	14	16
YEARS WITH PRESENT BANK	38	6	11	11	14
YEARS IN POSITION	37	3	6	5	7
REPORTING LEVEL	37	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	20	1	9	1	3
ASSET SIZE (MILLIONS)	38	$62.1	$75.1	$72.8	$89.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$20,750	$26,932	$24,720	$31,570
BONUS	17	1,435	2,144	1,800	2,967
TOTAL COMPENSATION	43	21,318	27,780	25,465	32,000
AGE	42	37	47	45	58
YEARS OF EDUCATION	37	13	15	16	16
YEARS WITH PRESENT BANK	42	8	18	14	24
YEARS IN POSITION	40	3	7	5	10
REPORTING LEVEL	40	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	30	1	26	3	34
ASSET SIZE (MILLIONS)	43	$67.8	$78.9	$80.0	$89.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,713	$21,468	$16,430	$29,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12,713	21,968	17,929	29,125
AGE	6	39	45	43	52
YEARS OF EDUCATION	5	13	15	16	16
YEARS WITH PRESENT BANK	6	6	12	12	17
YEARS IN POSITION	6	3	4	5	6
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$71.4	$78.5	$77.5	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	64	$18,250	$21,621	$21,000	$25,325
BONUS	21	675	1,629	1,000	2,082
TOTAL COMPENSATION	64	19,050	22,156	21,100	25,325
AGE	61	36	43	43	50
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	6	13	10	19
YEARS IN POSITION	60	2	3	3	4
REPORTING LEVEL	61	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	11	41	28	47
ASSET SIZE (MILLIONS)	64	$60.1	$72.9	$76.0	$82.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$18,125	$21,366	$21,373	$25,000
BONUS	32	1,000	2,442	1,494	2,062
TOTAL COMPENSATION	62	18,950	22,627	21,550	25,559
AGE	60	36	43	42	51
YEARS OF EDUCATION	60	12	14	14	16
YEARS WITH PRESENT BANK	60	6	12	8	16
YEARS IN POSITION	60	2	6	5	7
REPORTING LEVEL	59	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	10	25
ASSET SIZE (MILLIONS)	62	$60.0	$72.6	$74.6	$82.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	147	$14,900	$17,763	$17,520	$20,330
BONUS	69	710	1,817	1,296	2,171
TOTAL COMPENSATION	147	15,000	18,616	17,983	21,000
AGE	146	33	41	39	49
YEARS OF EDUCATION	142	12	14	13	16
YEARS WITH PRESENT BANK	146	5	11	9	16
YEARS IN POSITION	145	2	5	4	6
REPORTING LEVEL	140	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	140	7	12	11	15
ASSET SIZE (MILLIONS)	147	$63.7	$75.3	$77.8	$86.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	249	$12,450	$14,923	$14,560	$16,987
BONUS	97	567	1,130	949	1,390
TOTAL COMPENSATION	249	12,747	15,363	15,132	17,350
AGE	244	33	42	40	49
YEARS OF EDUCATION	240	12	13	12	15
YEARS WITH PRESENT BANK	246	6	11	9	16
YEARS IN POSITION	241	2	4	3	5
REPORTING LEVEL	238	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	235	4	6	5	7
ASSET SIZE (MILLIONS)	249	$61.7	$73.5	$74.2	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$16,704	$23,703	$23,500	$28,000
BONUS	17	625	1,647	1,500	2,150
TOTAL COMPENSATION	47	17,500	24,298	24,500	28,000
AGE	46	35	44	43	52
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	47	3	9	7	10
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	33	1	8	2	6
ASSET SIZE (MILLIONS)	47	$66.0	$75.4	$77.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,100	$18,052	$16,022	$18,930
BONUS	12	828	2,419	1,123	3,091
TOTAL COMPENSATION	36	14,100	18,859	16,022	21,130
AGE	35	35	44	43	52
YEARS OF EDUCATION	35	12	14	14	16
YEARS WITH PRESENT BANK	36	4	9	9	12
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	1	12	2	4
ASSET SIZE (MILLIONS)	36	$67.5	$76.4	$79.5	$83.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	71	$12,000	$15,918	$14,280	$20,189
BONUS	25	703	1,291	1,200	1,968
TOTAL COMPENSATION	71	12,100	16,372	14,400	20,410
AGE	71	29	39	35	45
YEARS OF EDUCATION	69	14	15	16	16
YEARS WITH PRESENT BANK	71	4	9	6	11
YEARS IN POSITION	69	2	4	3	4
REPORTING LEVEL	67	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	58	1	4	3	5
ASSET SIZE (MILLIONS)	71	$70.0	$78.6	$80.0	$87.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$22,800	$26,643	$26,415	$30,240
BONUS	72	1,349	2,594	2,173	3,293
TOTAL COMPENSATION	198	23,425	27,587	27,215	32,500
AGE	195	36	43	42	48
YEARS OF EDUCATION	189	14	15	16	16
YEARS WITH PRESENT BANK	197	5	12	10	16
YEARS IN POSITION	193	2	5	3	6
REPORTING LEVEL	194	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	185	4	9	6	10
ASSET SIZE (MILLIONS)	198	$65.8	$75.5	$75.3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	272	$18,000	$21,989	$21,450	$24,938
BONUS	99	854	2,073	1,500	2,450
TOTAL COMPENSATION	272	18,725	22,743	22,000	25,877
AGE	268	34	43	41	50
YEARS OF EDUCATION	263	13	15	16	16
YEARS WITH PRESENT BANK	270	4	11	8	15
YEARS IN POSITION	261	2	5	4	6
REPORTING LEVEL	267	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	1	6	3	5
ASSET SIZE (MILLIONS)	272	$64.0	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$14,020	$16,079	$15,900	$18,000
BONUS	41	524	1,185	1,000	1,510
TOTAL COMPENSATION	129	14,400	16,456	16,215	18,254
AGE	127	30	35	33	38
YEARS OF EDUCATION	124	13	15	16	16
YEARS WITH PRESENT BANK	127	3	8	6	9
YEARS IN POSITION	125	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	52	1	5	1	3
ASSET SIZE (MILLIONS)	129	$67.1	$77.1	$78.0	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$16,200	$20,723	$19,900	$24,313
BONUS	41	759	1,793	1,500	2,620
TOTAL COMPENSATION	88	16,220	21,558	21,400	25,122
AGE	87	31	37	35	42
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	4	9	7	11
YEARS IN POSITION	85	2	5	4	7
REPORTING LEVEL	86	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	84	4	11	8	15
ASSET SIZE (MILLIONS)	88	$65.5	$76.3	$77.1	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	239	$21,988	$26,924	$26,000	$30,216
BONUS	102	1,275	3,362	2,467	4,213
TOTAL COMPENSATION	239	23,000	28,359	26,820	31,921
AGE	234	36	44	42	51
YEARS OF EDUCATION	229	14	15	16	16
YEARS WITH PRESENT BANK	237	5	13	11	18
YEARS IN POSITION	232	2	5	4	7
REPORTING LEVEL	233	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	220	3	23	8	35
ASSET SIZE (MILLIONS)	239	$62.0	$73.9	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	168	$10,800	$13,007	$12,385	$15,000
BONUS	52	400	878	711	1,015
TOTAL COMPENSATION	168	10,985	13,279	12,575	15,000
AGE	165	29	37	33	43
YEARS OF EDUCATION	160	12	14	13	16
YEARS WITH PRESENT BANK	166	2	5	4	6
YEARS IN POSITION	158	2	3	2	4
REPORTING LEVEL	162	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	168	$63.6	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	318	$17,500	$20,970	$20,400	$24,100
BONUS	132	951	2,071	1,500	2,483
TOTAL COMPENSATION	318	18,370	21,829	21,000	24,575
AGE	316	36	43	42	50
YEARS OF EDUCATION	308	12	14	14	16
YEARS WITH PRESENT BANK	317	5	12	10	16
YEARS IN POSITION	310	2	6	4	8
REPORTING LEVEL	310	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	302	4	8	6	9
ASSET SIZE (MILLIONS)	318	$63.2	$73.5	$72.8	$84.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	330	$13,500	$16,130	$15,500	$17,681
BONUS	121	582	1,329	1,000	1,793
TOTAL COMPENSATION	330	13,991	16,618	15,838	18,279
AGE	326	31	39	37	46
YEARS OF EDUCATION	320	12	14	14	16
YEARS WITH PRESENT BANK	327	4	10	8	13
YEARS IN POSITION	320	2	5	3	6
REPORTING LEVEL	321	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	2	6	3	6
ASSET SIZE (MILLIONS)	330	$62.0	$73.9	$73.7	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	297	$13,500	$16,493	$16,100	$19,000
BONUS	114	596	1,428	1,188	1,643
TOTAL COMPENSATION	297	13,831	17,041	16,650	19,618
AGE	292	32	40	37	47
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	293	3	10	7	13
YEARS IN POSITION	288	2	5	3	6
REPORTING LEVEL	254	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	195	1	4	1	2
ASSET SIZE (MILLIONS)	297	$62.0	$72.8	$72.2	$82.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	78	$15,975	$21,346	$21,115	$26,825
BONUS	28	841	2,344	1,555	2,702
TOTAL COMPENSATION	78	16,500	22,187	21,250	27,000
AGE	75	33	41	40	48
YEARS OF EDUCATION	74	12	15	16	16
YEARS WITH PRESENT BANK	75	3	8	6	13
YEARS IN POSITION	75	2	3	3	4
REPORTING LEVEL	72	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	53	3	9	5	10
ASSET SIZE (MILLIONS)	78	$63.8	$75.9	$77.4	$86.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	164	$16,800	$18,886	$18,280	$22,440
BONUS	60	652	1,371	1,192	1,987
TOTAL COMPENSATION	164	15,352	19,388	18,661	23,250
AGE	162	32	40	36	47
YEARS OF EDUCATION	159	13	15	16	16
YEARS WITH PRESENT BANK	162	4	9	7	12
YEARS IN POSITION	159	2	4	3	6
REPORTING LEVEL	159	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	164	$63.2	$74.8	$76.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	167	$19,000	$22,284	$21,600	$25,850
BONUS	59	840	2,227	1,940	2,865
TOTAL COMPENSATION	167	19,350	23,071	22,400	26,500
AGE	163	36	45	45	53
YEARS OF EDUCATION	161	12	14	14	16
YEARS WITH PRESENT BANK	164	6	14	12	21
YEARS IN POSITION	163	3	6	4	8
REPORTING LEVEL	161	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	149	2	6	3	4
ASSET SIZE (MILLIONS)	167	$63.9	$74.4	$73.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	143	$16,000	$19,555	$19,000	$22,500
BONUS	59	500	1,577	1,069	2,000
TOTAL COMPENSATION	143	16,200	20,206	19,431	23,500
AGE	142	35	44	44	53
YEARS OF EDUCATION	138	12	14	14	16
YEARS WITH PRESENT BANK	142	5	14	11	21
YEARS IN POSITION	139	2	5	3	6
REPORTING LEVEL	139	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	96	1	4	2	4
ASSET SIZE (MILLIONS)	143	$62.0	$74.2	$72.9	$87.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$11,960	$14,791	$14,980	$17,000
BONUS	19	600	1,201	1,046	1,530
TOTAL COMPENSATION	55	12,000	15,206	15,000	17,730
AGE	54	30	38	37	49
YEARS OF EDUCATION	53	12	14	13	16
YEARS WITH PRESENT BANK	54	4	9	7	12
YEARS IN POSITION	53	2	3	2	4
REPORTING LEVEL	52	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	1	9	2	3
ASSET SIZE (MILLIONS)	55	$70.0	$77.9	$78.0	$88.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	145	$10,500	$12,700	$12,000	$14,550
BONUS	49	474	1,001	833	1,200
TOTAL COMPENSATION	145	10,745	13,039	12,456	14,763
AGE	142	35	45	46	54
YEARS OF EDUCATION	139	12	13	12	12
YEARS WITH PRESENT BANK	143	8	15	14	21
YEARS IN POSITION	141	2	4	3	5
REPORTING LEVEL	139	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	103	3	9	5	9
ASSET SIZE (MILLIONS)	145	$62.4	$73.6	$74.0	$82.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$10,200	$11,258	$11,500	$12,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	10,400	11,490	11,950	12,500
AGE	12	24	27	26	28
YEARS OF EDUCATION	12	17	17	18	18
YEARS WITH PRESENT BANK	12	2	2	2	3
YEARS IN POSITION	12	1	2	2	2
REPORTING LEVEL	12	5	4	5	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	12	$68.7	$81.4	$85.8	$89.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	90	$9,371	$10,627	$10,710	$12,000
BONUS	20	313	693	626	917
TOTAL COMPENSATION	90	9,500	10,781	10,800	12,000
AGE	88	24	26	26	28
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	90	2	2	2	3
YEARS IN POSITION	90	1	2	2	2
REPORTING LEVEL	86	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	3	11	12	15
ASSET SIZE (MILLIONS)	90	$64.0	$75.5	$78.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	316	$18,000	$22,629	$22,000	$25,733
BONUS	128	999	2,214	1,801	2,970
TOTAL COMPENSATION	316	18,610	23,526	22,900	27,190
AGE	310	36	42	41	49
YEARS OF EDUCATION	305	12	14	14	16
YEARS WITH PRESENT BANK	313	6	14	12	21
YEARS IN POSITION	306	2	5	4	6
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	298	18	40	35	55
ASSET SIZE (MILLIONS)	316	$62.1	$73.5	$72.9	$83.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$16,275	$19,538	$18,660	$22,388
BONUS	13	362	1,300	1,300	2,249
TOTAL COMPENSATION	46	16,275	19,906	19,073	23,563
AGE	45	38	46	43	55
YEARS OF EDUCATION	45	12	13	12	14
YEARS WITH PRESENT BANK	45	6	14	12	20
YEARS IN POSITION	43	2	4	2	5
REPORTING LEVEL	43	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	41	6	9	8	12
ASSET SIZE (MILLIONS)	46	$69.5	$78.0	$78.0	$85.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$12,000	$15,064	$14,500	$16,800
BONUS	22	1,000	1,633	1,756	1,974
TOTAL COMPENSATION	67	13,100	15,600	14,900	17,784
AGE	64	32	43	43	54
YEARS OF EDUCATION	63	12	13	12	16
YEARS WITH PRESENT BANK	65	5	14	13	21
YEARS IN POSITION	64	2	5	4	6
REPORTING LEVEL	65	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	2	7	4	8
ASSET SIZE (MILLIONS)	67	$65.0	$75.5	$77.3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$13,500	$17,316	$16,200	$19,980
BONUS	68	601	1,583	1,030	2,177
TOTAL COMPENSATION	207	13,600	17,836	16,980	20,040
AGE	204	36	45	45	54
YEARS OF EDUCATION	202	12	14	13	16
YEARS WITH PRESENT BANK	204	5	14	10	19
YEARS IN POSITION	202	2	4	3	5
REPORTING LEVEL	199	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	154	1	18	3	24
ASSET SIZE (MILLIONS)	207	$65.0	$76.4	$77.4	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$19,670	$26,479	$22,500	$35,047
BONUS	8	1,167	1,919	1,629	2,100
TOTAL COMPENSATION	20	21,354	27,247	24,300	36,175
AGE	20	35	43	41	53
YEARS OF EDUCATION	20	14	15	16	16
YEARS WITH PRESENT BANK	20	7	12	11	16
YEARS IN POSITION	20	3	5	5	7
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	2	41	9	96
ASSET SIZE (MILLIONS)	20	$68.1	$79.5	$80.0	$88.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$13,100	$17,160	$16,500	$21,000
BONUS	38	595	1,584	1,045	1,938
TOTAL COMPENSATION	93	13,790	17,808	16,555	21,250
AGE	90	34	44	45	55
YEARS OF EDUCATION	87	12	14	13	16
YEARS WITH PRESENT BANK	92	5	15	11	23
YEARS IN POSITION	89	2	4	3	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	53	3	20	5	20
ASSET SIZE (MILLIONS)	93	$65.0	$75.6	$76.6	$84.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$10,625	$14,258	$13,912	$15,960
BONUS	9	175	1,028	582	1,941
TOTAL COMPENSATION	24	11,050	14,643	13,928	15,960
AGE	23	38	46	51	53
YEARS OF EDUCATION	23	12	13	12	14
YEARS WITH PRESENT BANK	23	6	14	12	23
YEARS IN POSITION	21	2	3	2	3
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	5	21	8	14
ASSET SIZE (MILLIONS)	24	$68.3	$79.2	$80.6	$92.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	216	$21,300	$26,653	$25,850	$31,000
BONUS	84	1,000	2,538	1,695	2,950
TOTAL COMPENSATION	216	21,800	27,640	26,850	31,826
AGE	213	37	45	44	52
YEARS OF EDUCATION	207	16	16	16	18
YEARS WITH PRESENT BANK	215	4	10	8	14
YEARS IN POSITION	210	3	6	5	9
REPORTING LEVEL	210	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	206	2	5	3	5
ASSET SIZE (MILLIONS)	216	$64.0	$75.0	$75.0	$85.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	111	$12,000	$15,308	$14,750	$18,280
BONUS	39	699	1,152	1,000	1,575
TOTAL COMPENSATION	111	12,200	15,713	14,900	18,512
AGE	110	34	41	40	48
YEARS OF EDUCATION	107	12	14	13	16
YEARS WITH PRESENT BANK	111	6	12	9	15
YEARS IN POSITION	110	2	4	4	6
REPORTING LEVEL	106	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	93	2	3	3	4
ASSET SIZE (MILLIONS)	111	$65.0	$76.2	$77.0	$86.9

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $100 TO $249 MILLION

Of the 3,203 banks submitting data for the national survey results, 355 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	354	$54,000	$64,786	$62,750	$74,991
BONUS	182	4,156	10,624	7,500	14,087
TOTAL COMPENSATION	354	57,000	70,248	68,824	79,200
AGE	351	47	53	53	60
YEARS OF EDUCATION	343	16	16	16	17
YEARS WITH PRESENT BANK	352	8	18	16	25
YEARS IN POSITION	346	4	8	6	11
REPORTING LEVEL	354	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	334	120	177	164	217
ASSET SIZE (MILLIONS)	354	$112.3	$149.8	$137.0	$180.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	299	$37,800	$45,191	$44,000	$52,000
BONUS	146	2,500	6,359	4,500	8,848
TOTAL COMPENSATION	299	39,000	48,296	46,000	55,999
AGE	297	42	49	48	55
YEARS OF EDUCATION	289	14	16	16	16
YEARS WITH PRESENT BANK	298	6	16	12	23
YEARS IN POSITION	292	3	5	4	7
REPORTING LEVEL	291	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	277	31	123	109	177
ASSET SIZE (MILLIONS)	299	$115.1	$151.2	$140.0	$181.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$26,000	$32,701	$30,430	$37,275
BONUS	53	1,487	3,165	2,616	3,486
TOTAL COMPENSATION	128	26,643	34,012	32,300	38,804
AGE	127	38	45	44	50
YEARS OF EDUCATION	125	14	15	16	16
YEARS WITH PRESENT BANK	128	6	14	11	21
YEARS IN POSITION	123	2	5	4	7
REPORTING LEVEL	126	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	119	10	61	40	87
ASSET SIZE (MILLIONS)	128	$115.3	$150.5	$138.1	$180.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	60	$13,200	$18,502	$17,700	$21,500
BONUS	23	739	1,212	1,100	2,143
TOTAL COMPENSATION	60	13,700	18,966	19,013	22,224
AGE	57	35	43	40	51
YEARS OF EDUCATION	58	14	15	16	16
YEARS WITH PRESENT BANK	59	3	10	8	15
YEARS IN POSITION	59	2	4	4	6
REPORTING LEVEL	58	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	2	2	3
ASSET SIZE (MILLIONS)	60	$127.1	$156.2	$145.1	$191.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	109	$23,930	$29,445	$27,792	$34,300
BONUS	36	1,264	2,548	1,855	3,263
TOTAL COMPENSATION	109	24,050	30,286	28,310	35,900
AGE	109	35	45	43	53
YEARS OF EDUCATION	108	14	15	16	17
YEARS WITH PRESENT BANK	109	6	13	10	18
YEARS IN POSITION	109	3	5	5	7
REPORTING LEVEL	99	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	82	1	9	3	4
ASSET SIZE (MILLIONS)	109	$114.5	$159.7	$150.0	$203.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$13,250	$31,027	$31,850	$48,825
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	13,598	33,055	36,400	50,255
AGE	12	36	50	52	63
YEARS OF EDUCATION	12	12	15	16	16
YEARS WITH PRESENT BANK	12	7	19	15	28
YEARS IN POSITION	12	3	5	5	6
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	2	11	4	7
ASSET SIZE (MILLIONS)	12	$111.2	$143.9	$128.6	$174.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$20,546	$25,872	$25,000	$29,000
BONUS	43	1,162	2,321	1,900	3,260
TOTAL COMPENSATION	129	20,792	26,646	25,500	30,781
AGE	128	38	44	43	50
YEARS OF EDUCATION	129	12	14	14	16
YEARS WITH PRESENT BANK	129	8	15	14	21
YEARS IN POSITION	127	2	4	3	6
REPORTING LEVEL	127	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	128	26	79	61	106
ASSET SIZE (MILLIONS)	129	$125.2	$158.9	$152.8	$191.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$18,500	$23,624	$23,000	$28,890
BONUS	25	565	2,343	1,500	2,340
TOTAL COMPENSATION	73	18,700	24,426	23,201	29,632
AGE	71	37	45	46	51
YEARS OF EDUCATION	71	12	14	15	16
YEARS WITH PRESENT BANK	71	6	14	11	20
YEARS IN POSITION	71	2	5	3	6
REPORTING LEVEL	71	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	71	12	27	20	39
ASSET SIZE (MILLIONS)	73	$116.2	$152.6	$142.0	$177.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	196	$17,000	$20,264	$19,500	$23,000
BONUS	65	773	1,910	1,341	2,284
TOTAL COMPENSATION	196	17,095	20,898	19,963	23,490
AGE	195	36	43	41	50
YEARS OF EDUCATION	193	12	14	14	16
YEARS WITH PRESENT BANK	194	7	14	11	21
YEARS IN POSITION	190	2	5	4	8
REPORTING LEVEL	192	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	194	10	14	12	17
ASSET SIZE (MILLIONS)	196	$117.3	$154.5	$143.5	$184.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	233	$14,000	$16,591	$16,000	$18,118
BONUS	75	610	1,280	1,077	1,700
TOTAL COMPENSATION	233	14,050	17,003	16,500	18,792
AGE	226	33	41	40	48
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	228	7	12	10	16
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	225	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	228	5	7	6	8
ASSET SIZE (MILLIONS)	233	$117.2	$152.7	$143.0	$182.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$18,500	$24,313	$24,000	$29,600
BONUS	27	500	1,457	1,624	2,000
TOTAL COMPENSATION	87	18,500	24,766	24,600	29,600
AGE	82	39	48	48	56
YEARS OF EDUCATION	87	14	15	16	16
YEARS WITH PRESENT BANK	87	3	10	7	13
YEARS IN POSITION	86	2	4	3	5
REPORTING LEVEL	86	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	63	1	4	2	3
ASSET SIZE (MILLIONS)	87	$125.0	$163.6	$157.0	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$14,700	$18,897	$18,600	$22,750
BONUS	27	456	1,832	1,075	1,800
TOTAL COMPENSATION	87	14,900	19,466	19,025	23,624
AGE	86	36	49	49	60
YEARS OF EDUCATION	84	13	15	15	16
YEARS WITH PRESENT BANK	86	3	10	7	13
YEARS IN POSITION	82	2	4	3	6
REPORTING LEVEL	84	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	1	4	1	3
ASSET SIZE (MILLIONS)	87	$125.0	$161.9	$152.3	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	136	$13,825	$17,175	$16,125	$19,000
BONUS	45	777	1,565	1,150	1,844
TOTAL COMPENSATION	136	14,000	17,693	16,500	19,975
AGE	134	31	38	35	45
YEARS OF EDUCATION	133	14	15	16	16
YEARS WITH PRESENT BANK	136	3	8	7	10
YEARS IN POSITION	134	2	4	3	5
REPORTING LEVEL	134	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	127	2	5	4	6
ASSET SIZE (MILLIONS)	136	$124.3	$160.1	$152.6	$195.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	245	$25,500	$30,278	$30,000	$35,000
BONUS	102	1,738	3,036	2,500	3,647
TOTAL COMPENSATION	245	26,200	31,542	31,500	37,339
AGE	244	37	44	42	50
YEARS OF EDUCATION	240	14	15	16	16
YEARS WITH PRESENT BANK	243	5	13	10	18
YEARS IN POSITION	242	2	5	4	6
REPORTING LEVEL	239	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	239	5	11	8	14
ASSET SIZE (MILLIONS)	245	$115.0	$152.5	$144.5	$182.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	285	$20,000	$23,573	$23,200	$26,950
BONUS	97	983	1,983	1,600	2,500
TOTAL COMPENSATION	285	20,000	24,248	24,000	27,731
AGE	281	34	42	39	49
YEARS OF EDUCATION	277	14	15	16	16
YEARS WITH PRESENT BANK	283	4	11	9	16
YEARS IN POSITION	277	2	5	4	6
REPORTING LEVEL	274	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	171	1	5	2	6
ASSET SIZE (MILLIONS)	285	$114.5	$152.4	$143.0	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	181	$14,300	$16,978	$16,400	$19,000
BONUS	57	510	1,171	1,200	1,670
TOTAL COMPENSATION	181	14,511	17,346	16,850	19,300
AGE	180	29	34	32	36
YEARS OF EDUCATION	177	14	15	16	16
YEARS WITH PRESENT BANK	180	3	7	6	9
YEARS IN POSITION	177	2	3	2	3
REPORTING LEVEL	173	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	72	1	2	1	4
ASSET SIZE (MILLIONS)	181	$115.8	$153.7	$146.5	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$20,720	$27,023	$25,700	$31,675
BONUS	16	1,500	2,831	2,354	4,200
TOTAL COMPENSATION	54	20,720	27,862	25,975	33,571
AGE	54	35	45	44	54
YEARS OF EDUCATION	53	14	15	16	16
YEARS WITH PRESENT BANK	54	4	14	9	20
YEARS IN POSITION	54	3	6	4	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	6	3	4
ASSET SIZE (MILLIONS)	54	$130.7	$173.7	$184.0	$213.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	163	$20,000	$24,545	$24,000	$28,080
BONUS	62	990	1,973	1,725	2,525
TOTAL COMPENSATION	163	20,328	25,296	24,989	30,000
AGE	163	35	40	39	44
YEARS OF EDUCATION	161	14	15	14	16
YEARS WITH PRESENT BANK	163	5	11	9	14
YEARS IN POSITION	159	2	5	4	7
REPORTING LEVEL	162	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	8	20	15	26
ASSET SIZE (MILLIONS)	163	$124.0	$154.9	$147.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	262	$24,875	$30,468	$30,000	$35,123
BONUS	104	1,274	3,902	2,500	4,100
TOTAL COMPENSATION	262	25,300	32,017	30,299	37,000
AGE	260	36	43	42	50
YEARS OF EDUCATION	255	14	16	16	17
YEARS WITH PRESENT BANK	260	6	13	10	17
YEARS IN POSITION	255	3	5	4	7
REPORTING LEVEL	257	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	249	4	32	8	30
ASSET SIZE (MILLIONS)	262	$116.2	$152.9	$145.1	$182.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	212	$11,700	$14,001	$13,727	$16,395
BONUS	58	464	1,087	940	1,312
TOTAL COMPENSATION	212	11,705	14,299	14,000	16,395
AGE	210	31	38	35	45
YEARS OF EDUCATION	205	12	13	13	14
YEARS WITH PRESENT BANK	209	3	6	5	8
YEARS IN POSITION	207	2	3	2	4
REPORTING LEVEL	206	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	171	2	4	3	5
ASSET SIZE (MILLIONS)	212	$112.8	$151.1	$142.5	$181.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	293	$20,325	$24,428	$24,300	$27,124
BONUS	112	1,195	2,525	2,000	2,890
TOTAL COMPENSATION	293	21,000	25,393	25,000	29,375
AGE	291	38	45	44	52
YEARS OF EDUCATION	286	12	14	14	16
YEARS WITH PRESENT BANK	291	7	13	11	16
YEARS IN POSITION	285	3	6	5	8
REPORTING LEVEL	286	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	284	6	14	11	17
ASSET SIZE (MILLIONS)	293	$115.0	$151.3	$140.0	$181.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	290	$14,500	$16,828	$16,728	$19,000
BONUS	94	611	1,213	1,120	1,710
TOTAL COMPENSATION	290	14,515	17,221	17,000	19,315
AGE	287	32	39	37	45
YEARS OF EDUCATION	284	12	14	14	16
YEARS WITH PRESENT BANK	287	5	10	8	13
YEARS IN POSITION	281	2	5	4	7
REPORTING LEVEL	279	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	182	2	6	5	8
ASSET SIZE (MILLIONS)	290	$114.0	$151.5	$140.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	276	$17,000	$19,533	$19,010	$22,000
BONUS	97	683	1,391	1,250	1,950
TOTAL COMPENSATION	276	17,375	20,022	19,670	22,500
AGE	272	32	40	38	47
YEARS OF EDUCATION	269	13	15	16	16
YEARS WITH PRESENT BANK	274	3	10	7	13
YEARS IN POSITION	265	2	5	3	6
REPORTING LEVEL	248	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	255	2	4	2	3
ASSET SIZE (MILLIONS)	276	$115.0	$151.5	$141.5	$180.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,000	$26,939	$20,000	$34,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	17,000	27,319	21,400	34,000
AGE	11	38	44	46	54
YEARS OF EDUCATION	11	14	16	16	17
YEARS WITH PRESENT BANK	11	4	9	7	15
YEARS IN POSITION	11	3	4	4	5
REPORTING LEVEL	10	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	1	7	4	10
ASSET SIZE (MILLIONS)	11	$142.0	$165.6	$176.0	$193.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	112	$17,000	$21,997	$21,050	$27,000
BONUS	35	464	1,529	1,000	2,220
TOTAL COMPENSATION	112	17,163	22,474	21,475	27,400
AGE	110	32	43	42	55
YEARS OF EDUCATION	110	13	15	16	16
YEARS WITH PRESENT BANK	110	3	12	8	19
YEARS IN POSITION	110	2	4	3	5
REPORTING LEVEL	105	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	86	3	7	4	9
ASSET SIZE (MILLIONS)	112	$119.3	$156.9	$147.0	$187.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$18,412	$23,972	$23,400	$28,500
BONUS	66	1,000	2,202	1,695	2,644
TOTAL COMPENSATION	207	18,550	24,674	23,500	29,000
AGE	205	34	43	40	51
YEARS OF EDUCATION	203	14	15	16	16
YEARS WITH PRESENT BANK	206	4	9	7	12
YEARS IN POSITION	201	2	5	4	6
REPORTING LEVEL	202	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	181	1	5	2	4
ASSET SIZE (MILLIONS)	207	$121.0	$158.0	$152.3	$196.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	211	$21,600	$25,908	$25,000	$29,000
BONUS	77	1,106	2,585	2,100	3,009
TOTAL COMPENSATION	211	22,550	26,852	25,818	30,200
AGE	210	38	47	47	55
YEARS OF EDUCATION	207	12	15	16	16
YEARS WITH PRESENT BANK	210	5	15	11	22
YEARS IN POSITION	205	3	6	4	8
REPORTING LEVEL	207	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	3	6	4	6
ASSET SIZE (MILLIONS)	211	$116.4	$155.7	$147.0	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$15,675	$19,407	$18,660	$22,250
BONUS	55	600	1,817	1,237	2,100
TOTAL COMPENSATION	178	16,500	19,969	18,918	23,000
AGE	173	33	43	41	51
YEARS OF EDUCATION	173	12	14	14	16
YEARS WITH PRESENT BANK	177	6	12	10	15
YEARS IN POSITION	171	2	5	4	6
REPORTING LEVEL	171	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	118	1	4	2	4
ASSET SIZE (MILLIONS)	178	$113.9	$153.3	$140.0	$190.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$11,560	$14,020	$13,500	$15,900
BONUS	23	497	961	840	1,500
TOTAL COMPENSATION	93	11,600	14,258	13,800	15,900
AGE	92	29	36	32	40
YEARS OF EDUCATION	90	12	14	14	16
YEARS WITH PRESENT BANK	93	4	9	7	12
YEARS IN POSITION	93	2	3	2	3
REPORTING LEVEL	91	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	37	2	3	2	3
ASSET SIZE (MILLIONS)	93	$124.0	$159.5	$155.0	$197.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$11,490	$13,694	$13,000	$15,370
BONUS	51	366	1,101	908	1,250
TOTAL COMPENSATION	178	11,499	14,009	13,350	16,008
AGE	176	35	45	46	54
YEARS OF EDUCATION	173	12	13	12	14
YEARS WITH PRESENT BANK	176	8	15	13	21
YEARS IN POSITION	175	2	4	3	5
REPORTING LEVEL	172	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	137	3	8	6	10
ASSET SIZE (MILLIONS)	178	$114.7	$151.5	$143.8	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$10,185	$11,392	$11,250	$12,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	18	10,185	11,433	11,250	12,289
AGE	16	26	27	27	29
YEARS OF EDUCATION	17	17	17	17	18
YEARS WITH PRESENT BANK	16	2	2	2	2
YEARS IN POSITION	17	1	2	2	2
REPORTING LEVEL	16	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	18	$120.8	$157.6	$150.9	$192.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	120	$9,500	$10,534	$10,450	$11,475
BONUS	15	125	517	467	632
TOTAL COMPENSATION	120	9,500	10,598	10,500	11,500
AGE	115	24	26	25	28
YEARS OF EDUCATION	117	16	16	16	16
YEARS WITH PRESENT BANK	118	2	3	2	3
YEARS IN POSITION	117	1	2	2	2
REPORTING LEVEL	112	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	1	6	2	9
ASSET SIZE (MILLIONS)	120	$128.6	$164.3	$156.7	$201.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	295	$21,600	$26,719	$26,400	$30,500
BONUS	116	1,162	2,890	2,101	3,484
TOTAL COMPENSATION	295	22,300	27,856	27,000	32,100
AGE	294	37	43	42	50
YEARS OF EDUCATION	291	12	14	14	16
YEARS WITH PRESENT BANK	294	7	15	13	22
YEARS IN POSITION	290	2	5	4	7
REPORTING LEVEL	288	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	286	27	63	52	86
ASSET SIZE (MILLIONS)	295	$112.0	$150.3	$138.8	$182.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,925	$22,337	$20,500	$24,500
BONUS	12	694	1,502	1,520	2,269
TOTAL COMPENSATION	40	18,814	22,788	20,517	24,530
AGE	40	35	44	41	52
YEARS OF EDUCATION	39	12	14	14	16
YEARS WITH PRESENT BANK	40	6	14	12	20
YEARS IN POSITION	39	2	4	3	5
REPORTING LEVEL	39	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	9	25	17	27
ASSET SIZE (MILLIONS)	40	$110.0	$149.8	$145.5	$174.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$13,500	$17,170	$16,200	$20,400
BONUS	26	669	1,254	1,250	1,928
TOTAL COMPENSATION	75	13,680	17,605	16,500	20,750
AGE	72	34	43	44	52
YEARS OF EDUCATION	71	12	14	14	16
YEARS WITH PRESENT BANK	72	7	14	11	17
YEARS IN POSITION	70	2	4	3	6
REPORTING LEVEL	72	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	4	13	9	17
ASSET SIZE (MILLIONS)	75	$112.0	$147.9	$135.0	$178.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	291	$15,500	$19,489	$19,000	$22,300
BONUS	83	500	1,226	1,080	1,835
TOTAL COMPENSATION	291	15,900	19,839	19,500	23,275
AGE	290	35	44	43	53
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	290	4	12	9	16
YEARS IN POSITION	286	2	5	4	6
REPORTING LEVEL	282	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	255	2	13	3	5
ASSET SIZE (MILLIONS)	291	$115.6	$154.5	$144.5	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$24,471	$22,000	$29,000
BONUS	18	698	2,283	1,550	2,200
TOTAL COMPENSATION	43	16,661	25,426	22,000	30,000
AGE	43	32	43	40	55
YEARS OF EDUCATION	43	16	16	16	17
YEARS WITH PRESENT BANK	43	3	9	7	12
YEARS IN POSITION	42	2	4	3	6
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	31	1	10	2	4
ASSET SIZE (MILLIONS)	43	$124.0	$163.1	$165.0	$190.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,640	$18,282	$17,800	$21,600
BONUS	44	695	1,549	1,486	2,000
TOTAL COMPENSATION	121	15,000	18,845	18,500	22,575
AGE	119	37	46	46	55
YEARS OF EDUCATION	119	12	14	14	16
YEARS WITH PRESENT BANK	119	6	13	10	18
YEARS IN POSITION	119	2	5	4	7
REPORTING LEVEL	118	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	91	2	12	5	11
ASSET SIZE (MILLIONS)	121	$119.3	$158.2	$150.0	$194.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	50	$10,980	$14,597	$13,300	$16,550
BONUS	13	300	646	587	825
TOTAL COMPENSATION	50	11,438	14,765	13,400	16,738
AGE	50	32	39	37	45
YEARS OF EDUCATION	49	12	15	16	16
YEARS WITH PRESENT BANK	50	3	8	7	11
YEARS IN POSITION	49	2	3	2	3
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	29	1	13	3	5
ASSET SIZE (MILLIONS)	50	$115.0	$150.4	$135.2	$178.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	263	$27,500	$32,515	$32,000	$36,500
BONUS	105	1,319	2,835	2,500	3,700
TOTAL COMPENSATION	263	28,000	33,647	32,911	38,000
AGE	262	40	47	46	53
YEARS OF EDUCATION	257	16	17	16	19
YEARS WITH PRESENT BANK	261	5	11	9	15
YEARS IN POSITION	253	3	6	5	9
REPORTING LEVEL	255	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	257	5	10	7	13
ASSET SIZE (MILLIONS)	263	$118.0	$154.6	$145.7	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	206	$13,624	$17,684	$17,140	$20,925
BONUS	66	565	1,275	1,079	1,790
TOTAL COMPENSATION	206	13,965	18,092	17,160	21,220
AGE	205	33	41	40	49
YEARS OF EDUCATION	202	12	14	14	16
YEARS WITH PRESENT BANK	205	5	11	9	15
YEARS IN POSITION	199	2	5	4	7
REPORTING LEVEL	197	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	3	5	5	7
ASSET SIZE (MILLIONS)	206	$119.5	$156.0	$147.9	$188.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $250 TO $499 MILLION

Of the 3,203 banks submitting data for the national survey results, 106 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	103	$69,000	$80,952	$80,000	$91,500
BONUS	38	6,875	14,870	13,750	20,000
TOTAL COMPENSATION	103	70,003	86,438	84,300	100,000
AGE	100	49	55	56	60
YEARS OF EDUCATION	96	16	16	16	17
YEARS WITH PRESENT BANK	101	7	18	16	29
YEARS IN POSITION	102	3	8	5	10
REPORTING LEVEL	103	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	97	269	380	388	499
ASSET SIZE (MILLIONS)	103	$288.6	$356.5	$352.6	$420.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$48,500	$56,921	$55,000	$65,000
BONUS	30	6,225	11,447	9,950	13,531
TOTAL COMPENSATION	87	49,701	60,869	59,000	70,000
AGE	85	43	49	49	55
YEARS OF EDUCATION	82	16	16	16	16
YEARS WITH PRESENT BANK	86	6	16	14	25
YEARS IN POSITION	85	2	5	3	7
REPORTING LEVEL	85	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	80	54	254	262	386
ASSET SIZE (MILLIONS)	87	$288.6	$356.4	$351.0	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,350	$40,402	$40,000	$47,201
BONUS	18	1,975	6,488	5,400	9,500
TOTAL COMPENSATION	48	34,600	42,835	42,000	47,517
AGE	48	39	47	45	54
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	7	16	15	25
YEARS IN POSITION	48	2	5	4	6
REPORTING LEVEL	45	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	20	91	63	127
ASSET SIZE (MILLIONS)	48	$276.7	$349.9	$340.2	$417.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$16,316	$20,767	$20,000	$24,100
BONUS	10	450	3,273	1,550	5,112
TOTAL COMPENSATION	35	16,316	21,702	20,000	24,500
AGE	34	31	41	37	48
YEARS OF EDUCATION	34	16	16	16	16
YEARS WITH PRESENT BANK	34	6	11	9	14
YEARS IN POSITION	35	3	6	4	8
REPORTING LEVEL	34	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	24	1	2	2	3
ASSET SIZE (MILLIONS)	35	$326.5	$383.6	$390.0	$442.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	68	$26,052	$31,969	$31,450	$38,674
BONUS	27	2,000	4,554	4,000	6,000
TOTAL COMPENSATION	68	26,052	33,777	33,326	40,000
AGE	67	35	43	42	50
YEARS OF EDUCATION	65	16	16	16	17
YEARS WITH PRESENT BANK	68	7	13	11	16
YEARS IN POSITION	68	3	5	5	7
REPORTING LEVEL	66	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	61	2	6	4	9
ASSET SIZE (MILLIONS)	68	$292.9	$354.5	$345.4	$419.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$18,476	$25,160	$25,250	$30,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	19,625	27,060	26,500	32,400
AGE	9	33	41	37	50
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	3	8	7	12
YEARS IN POSITION	10	3	6	5	7
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	6	5	8
ASSET SIZE (MILLIONS)	10	$332.2	$393.0	$379.3	$464.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	66	$26,375	$31,972	$30,800	$37,000
BONUS	22	1,744	3,707	3,447	5,150
TOTAL COMPENSATION	66	27,375	33,207	31,348	38,125
AGE	64	38	45	45	51
YEARS OF EDUCATION	61	13	15	16	16
YEARS WITH PRESENT BANK	65	6	16	15	23
YEARS IN POSITION	65	2	4	3	6
REPORTING LEVEL	63	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	93	169	156	250
ASSET SIZE (MILLIONS)	66	$295.5	$365.7	$368.5	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$21,533	$26,099	$24,650	$30,000
BONUS	12	1,000	2,369	1,516	4,150
TOTAL COMPENSATION	42	21,533	26,776	25,400	31,065
AGE	40	41	47	48	53
YEARS OF EDUCATION	39	12	14	16	16
YEARS WITH PRESENT BANK	41	8	17	16	25
YEARS IN POSITION	41	3	7	5	10
REPORTING LEVEL	40	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	18	34	30	41
ASSET SIZE (MILLIONS)	42	$291.0	$361.3	$363.5	$425.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$18,200	$21,255	$20,350	$22,973
BONUS	20	838	2,322	1,350	3,600
TOTAL COMPENSATION	80	18,725	21,836	20,500	24,000
AGE	78	35	42	40	47
YEARS OF EDUCATION	76	12	14	14	16
YEARS WITH PRESENT BANK	79	8	15	12	21
YEARS IN POSITION	79	2	5	4	7
REPORTING LEVEL	77	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	79	11	16	15	18
ASSET SIZE (MILLIONS)	80	$287.1	$356.6	$352.2	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	76	$14,312	$16,778	$16,025	$18,000
BONUS	19	600	1,587	1,500	2,300
TOTAL COMPENSATION	76	14,525	17,175	16,350	18,357
AGE	74	33	39	37	44
YEARS OF EDUCATION	72	12	14	14	16
YEARS WITH PRESENT BANK	75	6	13	10	17
YEARS IN POSITION	75	3	4	3	5
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	75	5	7	7	8
ASSET SIZE (MILLIONS)	76	$292.1	$362.2	$366.0	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,900	$29,351	$27,900	$32,150
BONUS	16	813	4,797	2,400	6,000
TOTAL COMPENSATION	37	25,164	31,425	29,000	34,000
AGE	35	38	47	46	55
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	36	5	12	11	17
YEARS IN POSITION	37	2	5	4	9
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	29	1	3	2	5
ASSET SIZE (MILLIONS)	37	$284.4	$353.9	$360.0	$407.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$17,575	$21,331	$20,450	$25,000
BONUS	11	413	1,888	652	1,697
TOTAL COMPENSATION	42	17,575	21,825	20,699	25,000
AGE	41	36	47	47	57
YEARS OF EDUCATION	40	13	15	16	16
YEARS WITH PRESENT BANK	41	6	13	9	19
YEARS IN POSITION	41	3	5	4	7
REPORTING LEVEL	41	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	16	1	1	1	1
ASSET SIZE (MILLIONS)	42	$300.0	$373.6	$383.1	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$16,800	$20,705	$20,000	$25,000
BONUS	13	483	1,569	1,115	2,150
TOTAL COMPENSATION	61	17,400	21,039	20,000	25,100
AGE	60	31	42	38	51
YEARS OF EDUCATION	59	16	15	16	16
YEARS WITH PRESENT BANK	61	3	9	7	14
YEARS IN POSITION	61	2	4	3	6
REPORTING LEVEL	61	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	57	5	7	7	9
ASSET SIZE (MILLIONS)	61	$283.4	$347.8	$333.2	$404.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$30,000	$35,801	$36,000	$40,000
BONUS	33	1,888	4,643	3,800	5,651
TOTAL COMPENSATION	83	31,000	37,647	37,620	43,000
AGE	82	38	45	43	53
YEARS OF EDUCATION	81	16	16	16	17
YEARS WITH PRESENT BANK	83	8	15	12	18
YEARS IN POSITION	83	2	5	4	7
REPORTING LEVEL	83	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	77	7	20	13	25
ASSET SIZE (MILLIONS)	83	$291.0	$359.7	$360.0	$421.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	92	$21,500	$25,014	$25,000	$28,425
BONUS	24	1,035	2,565	1,737	2,895
TOTAL COMPENSATION	92	21,914	25,683	25,000	29,338
AGE	90	34	40	39	45
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	91	5	11	8	15
YEARS IN POSITION	91	2	4	4	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	3	5
ASSET SIZE (MILLIONS)	92	$289.2	$356.5	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$14,400	$17,438	$16,600	$19,400
BONUS	13	735	1,807	1,000	2,500
TOTAL COMPENSATION	61	14,650	17,823	16,700	19,900
AGE	61	29	32	31	35
YEARS OF EDUCATION	59	15	15	16	16
YEARS WITH PRESENT BANK	61	4	6	6	8
YEARS IN POSITION	61	1	2	2	3
REPORTING LEVEL	61	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	17	1	2	1	2
ASSET SIZE (MILLIONS)	61	$299.0	$362.2	$360.0	$421.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$25,000	$29,274	$28,124	$34,250
BONUS	11	1,500	4,874	3,700	6,000
TOTAL COMPENSATION	32	25,225	30,949	29,550	36,450
AGE	31	35	46	44	58
YEARS OF EDUCATION	31	13	15	16	16
YEARS WITH PRESENT BANK	32	7	17	14	24
YEARS IN POSITION	32	3	6	4	8
REPORTING LEVEL	32	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	3	5
ASSET SIZE (MILLIONS)	32	$298.6	$361.7	$359.0	$421.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	69	$25,050	$30,409	$30,000	$35,000
BONUS	18	1,600	3,111	3,250	4,275
TOTAL COMPENSATION	69	25,750	31,220	30,200	36,400
AGE	67	36	42	42	46
YEARS OF EDUCATION	65	13	15	15	16
YEARS WITH PRESENT BANK	68	4	10	9	16
YEARS IN POSITION	67	2	5	4	7
REPORTING LEVEL	66	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	64	19	48	35	69
ASSET SIZE (MILLIONS)	69	$294.1	$365.3	$367.0	$425.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$30,900	$38,233	$37,492	$44,000
BONUS	32	2,077	6,471	3,850	9,600
TOTAL COMPENSATION	87	32,000	40,613	38,000	48,738
AGE	85	38	45	45	53
YEARS OF EDUCATION	82	16	16	16	18
YEARS WITH PRESENT BANK	86	6	13	9	18
YEARS IN POSITION	86	2	6	6	8
REPORTING LEVEL	85	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	8	53	15	40
ASSET SIZE (MILLIONS)	87	$298.1	$363.1	$365.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$12,600	$15,682	$15,100	$18,000
BONUS	12	322	1,369	739	1,550
TOTAL COMPENSATION	75	12,600	15,901	15,100	18,400
AGE	74	32	38	35	44
YEARS OF EDUCATION	72	12	14	13	16
YEARS WITH PRESENT BANK	75	4	8	7	10
YEARS IN POSITION	75	2	4	2	5
REPORTING LEVEL	73	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	69	3	7	5	10
ASSET SIZE (MILLIONS)	75	$293.0	$362.5	$360.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$23,800	$27,564	$27,550	$31,000
BONUS	28	1,058	3,030	2,243	4,650
TOTAL COMPENSATION	86	24,350	28,550	28,053	32,000
AGE	83	39	47	48	55
YEARS OF EDUCATION	81	13	14	14	16
YEARS WITH PRESENT BANK	84	7	13	11	16
YEARS IN POSITION	84	2	6	4	8
REPORTING LEVEL	82	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	80	11	24	20	33
ASSET SIZE (MILLIONS)	86	$288.1	$357.5	$360.0	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$14,211	$17,402	$16,875	$20,075
BONUS	17	825	1,656	1,500	2,031
TOTAL COMPENSATION	86	14,288	17,729	17,000	20,370
AGE	85	33	40	38	45
YEARS OF EDUCATION	83	12	14	13	16
YEARS WITH PRESENT BANK	86	6	11	9	13
YEARS IN POSITION	85	2	5	4	6
REPORTING LEVEL	84	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	56	3	11	7	15
ASSET SIZE (MILLIONS)	86	$286.2	$355.6	$356.3	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	89	$21,000	$24,595	$24,000	$27,450
BONUS	24	1,500	2,598	2,185	3,650
TOTAL COMPENSATION	89	21,620	25,296	24,500	28,400
AGE	87	34	41	39	46
YEARS OF EDUCATION	86	14	15	16	16
YEARS WITH PRESENT BANK	88	3	11	9	17
YEARS IN POSITION	88	2	6	4	9
REPORTING LEVEL	85	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	86	4	7	6	8
ASSET SIZE (MILLIONS)	89	$287.6	$356.7	$358.0	$421.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$22,450	$31,463	$28,800	$41,550
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	22,968	34,335	28,800	45,450
AGE	13	37	47	45	57
YEARS OF EDUCATION	12	16	16	16	16
YEARS WITH PRESENT BANK	13	6	10	9	15
YEARS IN POSITION	13	2	5	4	8
REPORTING LEVEL	13	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	10	3	10	6	18
ASSET SIZE (MILLIONS)	13	$352.2	$405.5	$421.3	$466.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$18,000	$23,844	$23,000	$27,000
BONUS	10	607	1,629	1,500	1,943
TOTAL COMPENSATION	52	18,079	24,157	23,000	28,375
AGE	50	34	43	39	51
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	51	3	9	6	11
YEARS IN POSITION	51	2	4	2	5
REPORTING LEVEL	50	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	2	8	4	10
ASSET SIZE (MILLIONS)	52	$300.0	$363.6	$360.0	$427.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	74	$23,000	$28,637	$26,375	$34,563
BONUS	23	1,000	2,817	1,911	2,750
TOTAL COMPENSATION	74	24,133	29,513	27,700	34,563
AGE	72	35	42	41	48
YEARS OF EDUCATION	71	16	16	16	16
YEARS WITH PRESENT BANK	73	4	9	9	13
YEARS IN POSITION	73	2	5	3	6
REPORTING LEVEL	72	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	69	2	7	3	6
ASSET SIZE (MILLIONS)	74	$290.4	$354.0	$349.1	$416.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$24,791	$28,995	$28,260	$32,650
BONUS	27	1,188	3,444	2,000	4,800
TOTAL COMPENSATION	80	25,070	30,158	28,794	34,075
AGE	80	39	46	45	53
YEARS OF EDUCATION	77	13	15	16	16
YEARS WITH PRESENT BANK	80	5	14	13	20
YEARS IN POSITION	80	2	5	4	6
REPORTING LEVEL	79	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	75	5	10	7	12
ASSET SIZE (MILLIONS)	80	$289.2	$356.8	$356.3	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$17,342	$20,919	$20,646	$23,000
BONUS	20	525	2,177	1,260	3,241
TOTAL COMPENSATION	72	17,540	21,524	20,646	24,450
AGE	72	33	40	38	45
YEARS OF EDUCATION	69	12	14	15	16
YEARS WITH PRESENT BANK	72	5	13	10	18
YEARS IN POSITION	71	3	5	4	6
REPORTING LEVEL	70	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	2	6	4	7
ASSET SIZE (MILLIONS)	72	$284.2	$360.7	$362.5	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$12,500	$14,704	$14,500	$16,425
BONUS	6	371	1,055	550	1,950
TOTAL COMPENSATION	44	12,500	14,848	14,813	16,500
AGE	44	28	37	32	40
YEARS OF EDUCATION	42	12	14	14	16
YEARS WITH PRESENT BANK	44	4	7	7	8
YEARS IN POSITION	44	2	3	2	3
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	20	1	3	3	5
ASSET SIZE (MILLIONS)	44	$294.7	$364.6	$366.4	$424.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$10,600	$13,798	$13,500	$16,200
BONUS	10	450	1,059	753	1,701
TOTAL COMPENSATION	47	10,800	14,023	13,600	16,380
AGE	45	36	48	51	58
YEARS OF EDUCATION	44	12	13	12	14
YEARS WITH PRESENT BANK	47	7	17	13	23
YEARS IN POSITION	47	3	5	4	7
REPORTING LEVEL	46	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	26	3	9	7	12
ASSET SIZE (MILLIONS)	47	$286.7	$356.2	$346.5	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$9,975	$11,486	$11,100	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	10,375	11,604	11,350	12,000
AGE	9	26	32	33	38
YEARS OF EDUCATION	9	17	17	17	18
YEARS WITH PRESENT BANK	10	1	2	2	2
YEARS IN POSITION	8	1	2	2	2
REPORTING LEVEL	11	6	5	5	3
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	14	$296.3	$373.8	$376.5	$428.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$9,600	$10,855	$10,800	$11,630
BONUS	9	255	700	479	770
TOTAL COMPENSATION	61	9,637	10,958	10,800	11,994
AGE	54	24	26	25	27
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	56	1	2	2	2
YEARS IN POSITION	55	1	2	2	2
REPORTING LEVEL	52	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	61	$295.5	$354.8	$344.3	$414.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$25,975	$32,874	$31,950	$38,120
BONUS	33	1,550	4,811	3,500	5,750
TOTAL COMPENSATION	88	26,874	34,679	32,632	40,250
AGE	85	38	44	42	50
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	9	16	14	23
YEARS IN POSITION	87	2	5	4	7
REPORTING LEVEL	86	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	52	97	80	130
ASSET SIZE (MILLIONS)	88	$285.4	$356.2	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$22,800	$26,699	$25,000	$34,100
BONUS	6	938	1,958	1,550	2,675
TOTAL COMPENSATION	19	22,800	27,317	25,000	34,200
AGE	18	37	44	44	51
YEARS OF EDUCATION	17	13	15	16	16
YEARS WITH PRESENT BANK	18	9	16	13	21
YEARS IN POSITION	18	3	5	4	6
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	10	24	19	38
ASSET SIZE (MILLIONS)	19	$285.0	$353.5	$358.0	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$13,400	$17,480	$16,900	$21,700
BONUS	5	400	1,030	750	1,800
TOTAL COMPENSATION	23	13,500	17,704	17,250	21,700
AGE	23	32	40	38	56
YEARS OF EDUCATION	22	12	14	14	16
YEARS WITH PRESENT BANK	23	5	12	9	12
YEARS IN POSITION	23	1	4	3	5
REPORTING LEVEL	22	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	7	5	6	6	8
ASSET SIZE (MILLIONS)	23	$298.1	$362.1	$360.0	$415.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	98	$21,000	$24,928	$24,804	$27,500
BONUS	29	1,500	2,581	2,000	4,000
TOTAL COMPENSATION	98	21,000	25,692	25,000	29,050
AGE	96	35	43	42	50
YEARS OF EDUCATION	94	14	16	16	17
YEARS WITH PRESENT BANK	97	4	12	8	16
YEARS IN POSITION	97	2	5	4	8
REPORTING LEVEL	96	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	95	3	16	6	8
ASSET SIZE (MILLIONS)	98	$291.6	$359.5	$359.0	$422.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$15,522	$21,123	$21,999	$25,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	19	15,522	21,850	23,709	25,000
AGE	19	36	42	38	49
YEARS OF EDUCATION	19	13	15	16	16
YEARS WITH PRESENT BANK	19	8	15	11	18
YEARS IN POSITION	19	3	7	5	8
REPORTING LEVEL	19	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	3	5
ASSET SIZE (MILLIONS)	19	$288.6	$357.4	$344.3	$447.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$16,875	$20,473	$20,300	$24,500
BONUS	14	1,075	2,395	1,858	3,400
TOTAL COMPENSATION	62	16,875	21,014	20,450	25,663
AGE	61	40	49	51	57
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	5	13	9	17
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	2	11	5	12
ASSET SIZE (MILLIONS)	62	$289.9	$363.5	$369.5	$429.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$12,499	$16,985	$17,212	$20,000
BONUS	5	393	1,960	2,500	3,257
TOTAL COMPENSATION	35	12,499	17,265	17,500	20,000
AGE	35	31	39	37	48
YEARS OF EDUCATION	34	13	15	16	17
YEARS WITH PRESENT BANK	35	3	8	6	13
YEARS IN POSITION	35	2	4	3	5
REPORTING LEVEL	33	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	17	1	4	2	5
ASSET SIZE (MILLIONS)	35	$291.8	$355.2	$344.3	$400.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$32,084	$38,339	$38,000	$43,000
BONUS	30	2,422	5,209	4,350	7,050
TOTAL COMPENSATION	91	34,000	40,056	39,800	45,300
AGE	88	43	49	50	55
YEARS OF EDUCATION	88	16	17	17	19
YEARS WITH PRESENT BANK	90	8	15	15	20
YEARS IN POSITION	90	3	7	6	9
REPORTING LEVEL	88	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	87	12	22	19	30
ASSET SIZE (MILLIONS)	91	$286.7	$356.5	$351.8	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	81	$16,100	$20,019	$19,080	$23,100
BONUS	18	938	1,821	1,500	2,925
TOTAL COMPENSATION	81	16,250	20,423	20,000	23,880
AGE	79	35	42	39	50
YEARS OF EDUCATION	79	12	14	14	16
YEARS WITH PRESENT BANK	80	5	11	10	15
YEARS IN POSITION	80	2	5	4	7
REPORTING LEVEL	79	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	74	5	10	9	14
ASSET SIZE (MILLIONS)	81	$289.8	$360.5	$360.0	$423.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $500 TO $999 MILLION

Of the 3,203 banks submitting data for the national survey results, 54 banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$83,063	$103,346	$99,250	$124,375
BONUS	21	9,378	21,964	17,300	24,626
TOTAL COMPENSATION	52	86,635	112,216	103,300	130,000
AGE	52	49	55	56	60
YEARS OF EDUCATION	48	16	17	16	18
YEARS WITH PRESENT BANK	52	11	22	25	32
YEARS IN POSITION	52	4	8	6	11
REPORTING LEVEL	52	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	50	544	709	708	867
ASSET SIZE (MILLIONS)	52	$542.0	$649.2	$635.8	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$54,000	$64,105	$63,000	$74,500
BONUS	20	3,601	11,566	9,132	18,308
TOTAL COMPENSATION	47	54,000	69,027	63,969	81,000
AGE	47	42	51	53	57
YEARS OF EDUCATION	44	16	17	16	18
YEARS WITH PRESENT BANK	47	11	20	21	30
YEARS IN POSITION	47	3	6	5	8
REPORTING LEVEL	45	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	153	461	464	749
ASSET SIZE (MILLIONS)	47	$542.0	$647.7	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$40,000	$47,990	$44,000	$51,500
BONUS	8	1,928	7,242	3,468	16,385
TOTAL COMPENSATION	19	40,550	51,039	47,070	56,000
AGE	19	41	50	50	55
YEARS OF EDUCATION	18	16	16	16	16
YEARS WITH PRESENT BANK	19	7	18	16	28
YEARS IN POSITION	19	2	5	3	6
REPORTING LEVEL	19	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	18	37	217	98	260
ASSET SIZE (MILLIONS)	19	$540.8	$655.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$19,000	$23,017	$21,300	$26,250
BONUS	6	709	1,304	1,390	1,845
TOTAL COMPENSATION	27	19,000	23,306	21,487	26,250
AGE	27	34	45	42	56
YEARS OF EDUCATION	26	13	15	16	16
YEARS WITH PRESENT BANK	27	3	9	6	15
YEARS IN POSITION	26	2	5	3	7
REPORTING LEVEL	27	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	22	1	3	2	4
ASSET SIZE (MILLIONS)	27	$544.5	$668.3	$625.0	$825.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$30,875	$39,329	$38,417	$45,000
BONUS	13	1,250	4,958	3,000	6,580
TOTAL COMPENSATION	40	32,125	40,940	39,000	47,684
AGE	40	39	47	47	52
YEARS OF EDUCATION	38	16	16	16	18
YEARS WITH PRESENT BANK	40	7	16	14	22
YEARS IN POSITION	40	3	6	5	9
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	37	3	38	7	20
ASSET SIZE (MILLIONS)	40	$541.1	$647.9	$621.7	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$24,000	$29,907	$28,000	$35,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	24,000	30,268	28,000	35,000
AGE	15	36	43	42	50
YEARS OF EDUCATION	15	12	15	16	16
YEARS WITH PRESENT BANK	15	10	15	11	22
YEARS IN POSITION	15	4	6	6	8
REPORTING LEVEL	15	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	14	3	5	5	6
ASSET SIZE (MILLIONS)	15	$542.3	$676.0	$671.9	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$29,475	$35,681	$34,750	$39,000
BONUS	14	1,306	5,833	1,981	13,011
TOTAL COMPENSATION	42	29,875	37,626	35,785	40,125
AGE	42	42	48	48	54
YEARS OF EDUCATION	40	12	14	15	16
YEARS WITH PRESENT BANK	42	9	19	17	26
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	40	160	264	227	360
ASSET SIZE (MILLIONS)	42	$540.0	$647.6	$584.7	$752.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$20,850	$26,544	$25,875	$30,875
BONUS	5	775	1,116	800	1,616
TOTAL COMPENSATION	30	20,850	26,730	25,875	31,475
AGE	30	37	43	43	49
YEARS OF EDUCATION	28	14	15	16	16
YEARS WITH PRESENT BANK	29	11	17	18	23
YEARS IN POSITION	30	2	5	4	6
REPORTING LEVEL	28	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	21	32	30	35
ASSET SIZE (MILLIONS)	30	$536.9	$641.1	$629.3	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$17,685	$20,822	$20,374	$23,300
BONUS	12	724	2,685	818	2,666
TOTAL COMPENSATION	43	18,000	21,572	20,800	23,430
AGE	43	35	41	39	46
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	43	8	16	14	22
YEARS IN POSITION	43	3	5	4	5
REPORTING LEVEL	41	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	41	11	15	13	18
ASSET SIZE (MILLIONS)	43	$540.8	$653.8	$633.6	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,109	$16,952	$16,606	$18,518
BONUS	11	541	986	711	1,260
TOTAL COMPENSATION	46	15,273	17,188	16,912	18,579
AGE	46	34	41	39	46
YEARS OF EDUCATION	43	12	14	13	16
YEARS WITH PRESENT BANK	46	8	13	11	17
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	44	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	44	6	7	8	8
ASSET SIZE (MILLIONS)	46	$540.0	$646.0	$615.2	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$21,400	$30,829	$27,350	$32,621
BONUS	7	800	1,687	1,452	2,752
TOTAL COMPENSATION	31	21,674	31,210	27,500	32,621
AGE	31	36	45	41	52
YEARS OF EDUCATION	31	12	15	16	16
YEARS WITH PRESENT BANK	31	7	15	13	22
YEARS IN POSITION	31	2	5	4	7
REPORTING LEVEL	31	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	4	7
ASSET SIZE (MILLIONS)	31	$542.0	$647.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$17,500	$20,722	$20,845	$23,530
BONUS	6	789	1,757	1,781	2,516
TOTAL COMPENSATION	28	18,115	21,098	21,650	23,772
AGE	28	34	43	45	51
YEARS OF EDUCATION	28	12	15	16	16
YEARS WITH PRESENT BANK	28	4	11	10	15
YEARS IN POSITION	28	2	5	3	8
REPORTING LEVEL	27	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	1	3	1	2
ASSET SIZE (MILLIONS)	28	$538.5	$664.6	$639.5	$781.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,888	$23,466	$20,000	$23,750
BONUS	9	870	1,576	1,000	2,189
TOTAL COMPENSATION	40	18,000	23,821	20,490	23,750
AGE	40	34	40	38	47
YEARS OF EDUCATION	37	15	15	16	16
YEARS WITH PRESENT BANK	40	5	10	8	12
YEARS IN POSITION	40	2	3	3	4
REPORTING LEVEL	38	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	5	35	12	17
ASSET SIZE (MILLIONS)	40	$541.1	$653.5	$639.5	$733.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$32,800	$38,611	$38,500	$42,500
BONUS	12	1,588	5,069	4,076	7,375
TOTAL COMPENSATION	47	33,249	39,905	39,300	44,793
AGE	47	39	45	44	49
YEARS OF EDUCATION	44	14	16	16	16
YEARS WITH PRESENT BANK	47	6	15	15	19
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	45	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	44	11	27	17	30
ASSET SIZE (MILLIONS)	47	$542.0	$647.4	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$21,822	$26,998	$26,500	$31,225
BONUS	9	1,135	2,036	1,675	2,805
TOTAL COMPENSATION	49	23,172	27,372	27,000	31,750
AGE	49	35	41	39	47
YEARS OF EDUCATION	45	15	16	16	17
YEARS WITH PRESENT BANK	49	7	13	12	16
YEARS IN POSITION	49	3	5	5	7
REPORTING LEVEL	47	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	25	1	3	2	5
ASSET SIZE (MILLIONS)	49	$541.4	$642.4	$633.6	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$18,192	$18,300	$19,600
BONUS	7	800	1,186	916	2,016
TOTAL COMPENSATION	43	16,100	18,386	18,300	20,000
AGE	43	30	33	33	34
YEARS OF EDUCATION	41	16	16	16	17
YEARS WITH PRESENT BANK	43	4	7	7	10
YEARS IN POSITION	43	2	3	2	3
REPORTING LEVEL	41	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	12	1	3	1	5
ASSET SIZE (MILLIONS)	43	$542.3	$644.8	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$26,925	$34,649	$35,000	$41,475
BONUS	7	1,000	4,949	3,920	9,925
TOTAL COMPENSATION	24	27,000	36,092	35,000	41,875
AGE	24	39	48	46	58
YEARS OF EDUCATION	22	14	15	16	16
YEARS WITH PRESENT BANK	24	9	19	17	28
YEARS IN POSITION	24	2	6	5	8
REPORTING LEVEL	24	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	21	4	8	5	9
ASSET SIZE (MILLIONS)	24	$550.6	$669.9	$644.5	$743.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$30,350	$35,158	$34,000	$39,800
BONUS	15	1,409	4,254	2,290	4,640
TOTAL COMPENSATION	41	30,900	36,714	35,000	42,000
AGE	41	41	45	45	50
YEARS OF EDUCATION	39	13	15	16	16
YEARS WITH PRESENT BANK	41	7	13	12	16
YEARS IN POSITION	41	3	6	5	10
REPORTING LEVEL	40	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	37	74	71	100
ASSET SIZE (MILLIONS)	41	$542.3	$658.8	$638.0	$741.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$31,688	$41,138	$38,400	$46,250
BONUS	18	1,775	5,136	2,953	8,625
TOTAL COMPENSATION	49	32,250	43,025	41,000	52,603
AGE	49	39	46	46	53
YEARS OF EDUCATION	46	16	16	16	18
YEARS WITH PRESENT BANK	49	8	16	13	23
YEARS IN POSITION	49	3	7	5	10
REPORTING LEVEL	48	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	45	16	94	25	41
ASSET SIZE (MILLIONS)	49	$542.1	$648.9	$638.0	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$14,000	$18,133	$17,000	$21,323
BONUS	8	411	855	618	1,347
TOTAL COMPENSATION	44	14,025	18,289	17,150	21,558
AGE	44	34	41	38	48
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	44	4	9	8	13
YEARS IN POSITION	44	2	4	2	5
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	41	7	13	11	17
ASSET SIZE (MILLIONS)	44	$542.3	$658.6	$639.5	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$24,796	$29,108	$29,600	$33,655
BONUS	13	1,178	3,612	2,200	5,240
TOTAL COMPENSATION	49	25,000	30,066	29,600	34,100
AGE	49	42	48	49	55
YEARS OF EDUCATION	46	13	14	14	16
YEARS WITH PRESENT BANK	49	10	17	16	24
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	47	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	46	19	35	36	50
ASSET SIZE (MILLIONS)	49	$541.4	$646.1	$633.6	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$15,500	$19,639	$18,000	$22,200
BONUS	9	710	1,258	800	1,850
TOTAL COMPENSATION	47	15,525	19,880	18,038	22,500
AGE	47	33	41	38	48
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	47	7	12	11	16
YEARS IN POSITION	46	2	5	4	7
REPORTING LEVEL	45	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	32	2	15	7	28
ASSET SIZE (MILLIONS)	47	$540.8	$644.1	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$23,674	$28,083	$27,500	$30,650
BONUS	13	959	2,388	1,388	3,955
TOTAL COMPENSATION	49	24,235	28,717	27,974	32,080
AGE	49	39	46	45	54
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	49	8	17	16	24
YEARS IN POSITION	49	3	9	7	12
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	7	10	10	14
ASSET SIZE (MILLIONS)	49	$542.1	$654.3	$638.0	$729.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$25,250	$31,848	$30,579	$39,750
BONUS	6	886	4,783	4,990	7,750
TOTAL COMPENSATION	21	25,250	33,215	30,800	42,490
AGE	21	33	45	45	55
YEARS OF EDUCATION	19	16	16	16	17
YEARS WITH PRESENT BANK	21	5	10	9	15
YEARS IN POSITION	21	2	5	4	9
REPORTING LEVEL	21	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	21	6	12	8	19
ASSET SIZE (MILLIONS)	21	$542.1	$687.5	$672.3	$826.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$18,235	$27,512	$24,750	$27,225
BONUS	6	1,009	5,582	2,006	9,300
TOTAL COMPENSATION	32	18,405	28,559	24,750	27,225
AGE	32	34	41	40	48
YEARS OF EDUCATION	30	14	15	16	16
YEARS WITH PRESENT BANK	32	3	11	10	17
YEARS IN POSITION	32	2	4	3	5
REPORTING LEVEL	30	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	26	2	10	3	10
ASSET SIZE (MILLIONS)	32	$541.1	$636.3	$582.7	$688.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$26,500	$32,193	$33,150	$37,900
BONUS	15	1,293	3,568	2,800	5,000
TOTAL COMPENSATION	43	27,500	33,437	35,499	39,500
AGE	43	40	46	45	54
YEARS OF EDUCATION	40	16	16	16	17
YEARS WITH PRESENT BANK	43	8	15	13	20
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	4	8	5	10
ASSET SIZE (MILLIONS)	43	$542.0	$650.0	$640.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$28,000	$33,531	$32,500	$38,400
BONUS	17	1,514	3,434	1,971	4,490
TOTAL COMPENSATION	47	28,500	34,773	34,329	39,583
AGE	47	39	47	46	53
YEARS OF EDUCATION	45	13	15	15	16
YEARS WITH PRESENT BANK	47	9	16	14	22
YEARS IN POSITION	47	2	6	5	9
REPORTING LEVEL	45	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	44	8	16	13	22
ASSET SIZE (MILLIONS)	47	$542.0	$650.9	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$18,034	$22,365	$21,600	$26,250
BONUS	10	853	1,552	1,308	2,083
TOTAL COMPENSATION	46	18,938	22,702	21,950	26,250
AGE	46	36	44	43	51
YEARS OF EDUCATION	44	13	15	16	16
YEARS WITH PRESENT BANK	46	9	15	13	22
YEARS IN POSITION	44	3	6	4	8
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	30	2	5	4	6
ASSET SIZE (MILLIONS)	46	$541.7	$641.8	$629.3	$691.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,025	$16,456	$16,213	$18,225
BONUS	7	725	1,092	886	1,420
TOTAL COMPENSATION	36	14,025	16,668	16,607	18,525
AGE	36	30	36	32	42
YEARS OF EDUCATION	34	12	14	16	16
YEARS WITH PRESENT BANK	36	4	9	8	13
YEARS IN POSITION	36	2	3	3	4
REPORTING LEVEL	34	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	15	1	6	5	6
ASSET SIZE (MILLIONS)	36	$545.1	$652.9	$639.5	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$11,963	$14,526	$14,000	$15,900
BONUS	5	707	1,493	1,200	2,425
TOTAL COMPENSATION	25	12,082	14,825	14,000	16,293
AGE	25	32	43	43	50
YEARS OF EDUCATION	24	12	13	12	14
YEARS WITH PRESENT BANK	25	9	14	11	21
YEARS IN POSITION	25	3	4	4	7
REPORTING LEVEL	25	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	10	4	12	9	11
ASSET SIZE (MILLIONS)	25	$539.6	$659.7	$633.6	$748.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$11,850	$13,561	$12,708	$15,411
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	12,000	13,654	12,708	15,411
AGE	12	26	28	27	30
YEARS OF EDUCATION	13	17	18	18	18
YEARS WITH PRESENT BANK	12	2	3	2	3
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	14	$545.7	$691.0	$672.8	$761.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$9,636	$10,509	$10,500	$11,000
BONUS	6	170	484	403	733
TOTAL COMPENSATION	39	9,636	10,583	10,500	11,500
AGE	36	24	26	24	27
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	37	2	3	2	3
YEARS IN POSITION	35	1	2	2	2
REPORTING LEVEL	35	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	39	$542.0	$653.2	$641.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$31,404	$37,583	$37,000	$42,200
BONUS	17	1,638	4,792	2,099	8,700
TOTAL COMPENSATION	45	32,500	39,394	40,500	45,000
AGE	45	41	47	48	54
YEARS OF EDUCATION	42	13	15	16	16
YEARS WITH PRESENT BANK	45	12	19	17	30
YEARS IN POSITION	44	3	5	4	7
REPORTING LEVEL	43	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	42	104	215	161	226
ASSET SIZE (MILLIONS)	45	$541.4	$642.0	$638.0	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$21,700	$32,297	$31,500	$41,500
BONUS	5	4,900	8,619	8,500	12,399
TOTAL COMPENSATION	15	23,800	35,170	35,000	43,938
AGE	15	37	46	49	53
YEARS OF EDUCATION	14	12	15	16	16
YEARS WITH PRESENT BANK	15	10	14	14	17
YEARS IN POSITION	15	2	4	3	5
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	14	12	112	24	241
ASSET SIZE (MILLIONS)	15	$542.3	$669.4	$641.0	$828.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$14,263	$17,390	$16,550	$19,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	14,459	17,672	16,736	19,000
AGE	16	32	38	37	47
YEARS OF EDUCATION	15	12	14	14	16
YEARS WITH PRESENT BANK	15	7	13	10	19
YEARS IN POSITION	16	2	4	3	5
REPORTING LEVEL	15	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	5	47	10	12
ASSET SIZE (MILLIONS)	16	$545.9	$693.4	$659.0	$833.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$24,583	$29,710	$29,750	$33,875
BONUS	18	1,369	3,851	2,551	6,425
TOTAL COMPENSATION	52	24,927	31,043	29,750	35,000
AGE	52	38	47	46	57
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	6	14	11	21
YEARS IN POSITION	52	3	7	5	10
REPORTING LEVEL	50	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	7	12	11	16
ASSET SIZE (MILLIONS)	52	$542.0	$644.5	$629.3	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$16,925	$23,232	$25,000	$27,650
BONUS	9	745	2,413	1,151	2,545
TOTAL COMPENSATION	24	17,983	24,137	25,000	27,950
AGE	24	33	40	38	45
YEARS OF EDUCATION	23	16	16	16	17
YEARS WITH PRESENT BANK	24	5	12	9	16
YEARS IN POSITION	24	2	6	4	7
REPORTING LEVEL	24	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	18	2	5	4	6
ASSET SIZE (MILLIONS)	24	$575.4	$696.1	$672.8	$813.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$17,500	$21,549	$21,900	$26,000
BONUS	12	660	2,022	863	3,038
TOTAL COMPENSATION	47	17,500	22,065	21,900	26,400
AGE	47	42	50	50	58
YEARS OF EDUCATION	45	12	14	13	16
YEARS WITH PRESENT BANK	47	8	14	12	17
YEARS IN POSITION	46	3	6	5	8
REPORTING LEVEL	44	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	33	3	16	8	22
ASSET SIZE (MILLIONS)	47	$542.3	$659.4	$648.0	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$14,000	$18,203	$16,500	$22,000
BONUS	6	800	1,444	1,072	2,130
TOTAL COMPENSATION	31	14,040	18,482	16,500	23,500
AGE	30	31	39	35	49
YEARS OF EDUCATION	27	13	15	16	16
YEARS WITH PRESENT BANK	30	3	8	5	9
YEARS IN POSITION	29	2	3	3	3
REPORTING LEVEL	29	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	24	1	4	3	5
ASSET SIZE (MILLIONS)	31	$547.0	$665.2	$666.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$36,434	$44,215	$43,500	$50,500
BONUS	15	2,002	5,204	2,900	8,500
TOTAL COMPENSATION	43	37,000	46,030	44,500	53,500
AGE	43	45	51	49	57
YEARS OF EDUCATION	41	16	17	18	19
YEARS WITH PRESENT BANK	43	7	16	15	23
YEARS IN POSITION	43	4	8	6	10
REPORTING LEVEL	42	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	24	41	36	58
ASSET SIZE (MILLIONS)	43	$542.0	$652.4	$638.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$18,781	$22,921	$21,896	$25,850
BONUS	9	767	1,697	1,103	2,920
TOTAL COMPENSATION	45	19,100	23,260	22,000	26,950
AGE	45	34	41	38	48
YEARS OF EDUCATION	43	13	15	16	16
YEARS WITH PRESENT BANK	45	6	10	10	14
YEARS IN POSITION	45	2	5	5	9
REPORTING LEVEL	44	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	11	18	15	27
ASSET SIZE (MILLIONS)	45	$541.4	$647.0	$633.6	$709.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $1 BILLION AND OVER

Of the 3,203 banks submitting data for the national survey results, 78 banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	77	$98,750	$139,960	$130,000	$180,130
BONUS	44	9,250	40,579	30,000	51,975
TOTAL COMPENSATION	77	102,700	163,148	145,000	200,000
AGE	76	51	55	56	60
YEARS OF EDUCATION	73	16	16	16	18
YEARS WITH PRESENT BANK	76	7	20	21	32
YEARS IN POSITION	75	3	6	5	7
REPORTING LEVEL	77	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	74	820	2,689	1,609	3,525
ASSET SIZE (MILLIONS)	77	$1,303.9	$11,028.4	$2,400.0	$11,812.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$74,675	$100,395	$94,000	$127,343
BONUS	44	5,918	25,499	17,070	35,000
TOTAL COMPENSATION	70	75,000	116,423	106,017	135,125
AGE	68	47	51	51	56
YEARS OF EDUCATION	66	16	16	16	17
YEARS WITH PRESENT BANK	69	8	18	15	30
YEARS IN POSITION	68	2	4	4	5
REPORTING LEVEL	67	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	67	191	1,972	937	1,900
ASSET SIZE (MILLIONS)	70	$1,300.0	$10,396.0	$2,407.3	$11,656.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$47,015	$64,053	$60,000	$77,500
BONUS	23	5,000	12,992	11,700	15,500
TOTAL COMPENSATION	41	50,015	71,342	65,000	80,825
AGE	41	45	49	49	56
YEARS OF EDUCATION	39	15	16	16	17
YEARS WITH PRESENT BANK	41	12	19	18	29
YEARS IN POSITION	39	2	5	5	7
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	40	66	460	226	658
ASSET SIZE (MILLIONS)	41	$1,300.0	$8,805.4	$2,257.6	$4,600.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$21,062	$27,399	$25,000	$32,448
BONUS	5	1,322	6,570	2,716	13,746
TOTAL COMPENSATION	45	21,062	28,129	25,600	32,448
AGE	44	33	42	40	52
YEARS OF EDUCATION	42	16	16	16	17
YEARS WITH PRESENT BANK	45	4	9	8	12
YEARS IN POSITION	44	2	4	4	6
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	39	2	6	4	7
ASSET SIZE (MILLIONS)	45	$1,303.9	$4,250.3	$2,220.0	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$39,300	$52,468	$50,000	$59,158
BONUS	32	4,238	10,758	7,227	14,796
TOTAL COMPENSATION	53	42,625	58,964	51,332	68,100
AGE	50	37	45	45	53
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	52	7	15	12	23
YEARS IN POSITION	51	3	6	5	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	8	41	20	35
ASSET SIZE (MILLIONS)	53	$1,261.5	$5,012.7	$2,103.7	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	33	$24,690	$39,622	$33,900	$40,750
BONUS	8	2,075	12,174	5,834	17,000
TOTAL COMPENSATION	33	24,690	42,573	35,500	42,110
AGE	32	37	45	43	50
YEARS OF EDUCATION	31	14	16	16	18
YEARS WITH PRESENT BANK	33	6	11	8	15
YEARS IN POSITION	31	3	4	4	5
REPORTING LEVEL	32	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	27	5	30	9	22
ASSET SIZE (MILLIONS)	33	$1,261.5	$5,617.5	$2,305.2	$4,554.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,250	$43,710	$41,175	$51,775
BONUS	22	3,940	10,477	5,749	13,625
TOTAL COMPENSATION	48	33,250	48,512	43,950	55,375
AGE	47	41	47	46	52
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	11	20	17	30
YEARS IN POSITION	47	2	4	4	5
REPORTING LEVEL	44	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	43	272	984	546	928
ASSET SIZE (MILLIONS)	48	$1,300.6	$5,533.9	$2,262.6	$4,481.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$24,795	$29,696	$30,500	$34,400
BONUS	10	1,600	4,896	4,353	7,195
TOTAL COMPENSATION	41	24,795	30,890	30,500	35,954
AGE	39	41	46	47	52
YEARS OF EDUCATION	35	14	15	16	16
YEARS WITH PRESENT BANK	40	11	18	18	26
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	39	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	38	30	39	36	47
ASSET SIZE (MILLIONS)	41	$1,261.5	$4,674.0	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$19,725	$22,714	$21,750	$27,000
BONUS	15	1,216	2,610	1,850	3,606
TOTAL COMPENSATION	54	19,975	23,439	22,050	27,387
AGE	52	35	44	42	52
YEARS OF EDUCATION	50	13	15	15	16
YEARS WITH PRESENT BANK	53	10	17	13	23
YEARS IN POSITION	51	2	5	3	5
REPORTING LEVEL	52	5	5	5	5
TOTAL EMPLOYEES SUPERVISED	50	10	16	15	20
ASSET SIZE (MILLIONS)	54	$1,280.7	$6,801.7	$2,071.8	$4,331.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$15,664	$18,364	$18,000	$20,765
BONUS	16	1,004	1,922	1,460	3,098
TOTAL COMPENSATION	53	16,395	18,945	18,150	20,840
AGE	51	33	41	41	48
YEARS OF EDUCATION	49	12	14	14	16
YEARS WITH PRESENT BANK	52	7	13	11	18
YEARS IN POSITION	50	2	3	3	5
REPORTING LEVEL	50	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	49	5	8	7	9
ASSET SIZE (MILLIONS)	53	$1,300.0	$8,392.2	$2,103.7	$4,454.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$28,413	$34,206	$32,682	$41,833
BONUS	8	1,177	3,525	3,000	5,911
TOTAL COMPENSATION	22	28,613	35,488	33,532	44,748
AGE	22	39	48	46	57
YEARS OF EDUCATION	22	16	16	16	17
YEARS WITH PRESENT BANK	22	7	15	13	18
YEARS IN POSITION	22	2	5	4	8
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	19	3	13	7	16
ASSET SIZE (MILLIONS)	22	$1,209.7	$8,343.2	$1,866.9	$8,072.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$17,600	$23,269	$21,610	$29,000
BONUS	5	799	2,283	1,850	3,985
TOTAL COMPENSATION	31	17,600	23,638	21,950	29,000
AGE	29	39	45	43	55
YEARS OF EDUCATION	29	14	15	16	16
YEARS WITH PRESENT BANK	30	6	13	12	16
YEARS IN POSITION	29	2	4	4	6
REPORTING LEVEL	29	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	14	1	6	2	7
ASSET SIZE (MILLIONS)	31	$1,219.0	$6,712.6	$1,618.3	$3,056.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$20,100	$29,123	$27,000	$35,250
BONUS	14	1,935	3,863	4,063	5,188
TOTAL COMPENSATION	53	20,704	30,143	28,500	36,320
AGE	52	33	39	36	44
YEARS OF EDUCATION	50	16	16	16	16
YEARS WITH PRESENT BANK	53	6	10	8	13
YEARS IN POSITION	52	2	3	3	4
REPORTING LEVEL	52	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	51	12	26	20	38
ASSET SIZE (MILLIONS)	53	$1,301.3	$6,992.3	$2,115.5	$4,382.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$34,000	$49,596	$42,000	$55,000
BONUS	26	4,300	9,936	6,995	10,750
TOTAL COMPENSATION	51	36,000	54,662	47,038	64,000
AGE	50	38	44	43	48
YEARS OF EDUCATION	48	16	16	16	18
YEARS WITH PRESENT BANK	51	7	14	13	19
YEARS IN POSITION	49	2	4	4	5
REPORTING LEVEL	50	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	49	14	70	35	88
ASSET SIZE (MILLIONS)	51	$1,283.0	$7,026.1	$2,103.7	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	57	$23,500	$27,129	$25,812	$31,100
BONUS	13	1,142	2,899	3,673	4,000
TOTAL COMPENSATION	57	23,500	27,790	27,000	31,710
AGE	55	34	38	37	40
YEARS OF EDUCATION	55	16	16	16	17
YEARS WITH PRESENT BANK	56	5	10	10	12
YEARS IN POSITION	55	2	4	3	4
REPORTING LEVEL	56	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	35	1	7	2	10
ASSET SIZE (MILLIONS)	57	$1,291.5	$8,766.5	$2,040.0	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$16,350	$19,194	$18,500	$22,250
BONUS	9	398	1,219	1,314	1,757
TOTAL COMPENSATION	53	16,500	19,401	18,800	22,250
AGE	48	28	32	30	33
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	48	4	7	6	8
YEARS IN POSITION	48	2	2	2	3
REPORTING LEVEL	50	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	14	1	3	2	5
ASSET SIZE (MILLIONS)	53	$1,300.0	$5,362.6	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$32,000	$40,789	$39,757	$46,350
BONUS	16	4,050	5,522	5,489	6,998
TOTAL COMPENSATION	46	34,950	42,710	41,620	51,486
AGE	45	42	48	48	53
YEARS OF EDUCATION	43	14	16	16	17
YEARS WITH PRESENT BANK	46	8	17	17	23
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	45	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	6	16	10	15
ASSET SIZE (MILLIONS)	46	$1,302.0	$5,953.4	$2,281.4	$4,402.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$35,975	$44,752	$41,400	$51,000
BONUS	27	3,400	8,514	5,800	8,200
TOTAL COMPENSATION	54	38,008	49,009	43,700	52,432
AGE	54	40	44	42	45
YEARS OF EDUCATION	53	14	15	16	17
YEARS WITH PRESENT BANK	54	4	11	11	16
YEARS IN POSITION	52	2	5	4	6
REPORTING LEVEL	52	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	51	74	265	179	304
ASSET SIZE (MILLIONS)	54	$1,268.0	$6,686.7	$2,077.7	$5,025.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$41,400	$54,085	$52,320	$65,000
BONUS	35	3,840	12,695	9,647	16,300
TOTAL COMPENSATION	63	45,500	61,138	54,000	75,000
AGE	62	38	46	46	54
YEARS OF EDUCATION	60	16	16	16	18
YEARS WITH PRESENT BANK	63	6	13	10	17
YEARS IN POSITION	62	2	5	4	7
REPORTING LEVEL	59	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	60	23	97	46	87
ASSET SIZE (MILLIONS)	63	$1,305.1	$7,180.5	$2,257.6	$4,505.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$16,890	$20,812	$20,500	$23,886
BONUS	11	916	2,450	2,024	3,800
TOTAL COMPENSATION	49	17,190	21,362	21,000	24,000
AGE	49	36	44	43	54
YEARS OF EDUCATION	47	12	14	14	16
YEARS WITH PRESENT BANK	49	7	12	10	15
YEARS IN POSITION	48	2	5	4	7
REPORTING LEVEL	48	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	10	22	18	35
ASSET SIZE (MILLIONS)	49	$1,291.5	$7,312.4	$2,115.5	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$25,000	$33,006	$33,000	$38,300
BONUS	16	3,896	5,578	4,775	7,074
TOTAL COMPENSATION	51	25,360	34,755	33,600	39,450
AGE	50	41	47	47	54
YEARS OF EDUCATION	48	12	14	14	16
YEARS WITH PRESENT BANK	51	9	16	14	23
YEARS IN POSITION	49	3	5	4	7
REPORTING LEVEL	49	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	20	98	54	133
ASSET SIZE (MILLIONS)	51	$1,300.0	$8,325.8	$2,115.5	$4,408.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,306	$18,223	$17,197	$20,850
BONUS	13	834	1,780	1,857	2,391
TOTAL COMPENSATION	46	15,607	18,726	17,851	21,125
AGE	45	33	41	37	51
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	46	6	11	8	13
YEARS IN POSITION	44	2	4	3	5
REPORTING LEVEL	44	5	5	5	5
TOTAL EMPLOYEES SUPERVISED	27	3	9	5	10
ASSET SIZE (MILLIONS)	46	$1,302.0	$11,406.6	$2,117.8	$4,432.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$28,500	$35,440	$35,220	$39,160
BONUS	31	1,350	5,579	3,800	6,000
TOTAL COMPENSATION	67	28,500	38,021	35,500	41,500
AGE	66	38	45	45	53
YEARS OF EDUCATION	64	16	16	16	18
YEARS WITH PRESENT BANK	67	5	15	12	22
YEARS IN POSITION	65	3	6	5	8
REPORTING LEVEL	63	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	64	11	33	17	39
ASSET SIZE (MILLIONS)	67	$1,305.1	$10,181.0	$2,257.6	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$34,001	$52,699	$43,000	$60,800
BONUS	25	4,455	14,109	8,200	14,750
TOTAL COMPENSATION	49	35,750	59,898	54,000	66,350
AGE	48	39	46	45	52
YEARS OF EDUCATION	46	16	16	16	17
YEARS WITH PRESENT BANK	49	6	12	11	16
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	48	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	47	15	92	30	70
ASSET SIZE (MILLIONS)	49	$1,331.5	$5,045.5	$2,400.0	$4,404.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$20,280	$27,206	$25,600	$30,000
BONUS	12	1,045	3,592	3,422	5,883
TOTAL COMPENSATION	51	20,500	28,051	25,800	31,144
AGE	48	34	45	45	58
YEARS OF EDUCATION	48	16	16	16	16
YEARS WITH PRESENT BANK	49	5	15	11	24
YEARS IN POSITION	49	2	5	3	7
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	2	8	7	11
ASSET SIZE (MILLIONS)	51	$1,358.0	$7,330.6	$2,305.2	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$27,530	$37,330	$35,739	$45,225
BONUS	23	2,525	5,895	5,000	8,096
TOTAL COMPENSATION	58	28,875	39,668	37,256	49,250
AGE	57	37	44	41	49
YEARS OF EDUCATION	56	16	17	16	18
YEARS WITH PRESENT BANK	58	4	9	8	12
YEARS IN POSITION	57	2	4	3	6
REPORTING LEVEL	57	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	11	17
ASSET SIZE (MILLIONS)	58	$1,295.7	$5,657.3	$2,077.7	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$32,000	$39,924	$38,186	$47,025
BONUS	24	2,800	6,233	6,282	9,000
TOTAL COMPENSATION	58	32,775	42,503	39,100	50,753
AGE	58	39	47	48	55
YEARS OF EDUCATION	56	16	16	16	17
YEARS WITH PRESENT BANK	58	6	16	16	24
YEARS IN POSITION	57	3	6	4	8
REPORTING LEVEL	56	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	56	9	33	23	45
ASSET SIZE (MILLIONS)	58	$1,222.0	$5,399.7	$1,784.9	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$18,000	$24,626	$23,900	$28,600
BONUS	12	1,242	2,334	2,000	3,563
TOTAL COMPENSATION	51	19,000	25,175	25,000	29,670
AGE	50	35	42	40	45
YEARS OF EDUCATION	51	13	15	16	16
YEARS WITH PRESENT BANK	50	6	12	10	17
YEARS IN POSITION	48	2	4	3	5
REPORTING LEVEL	50	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	33	2	9	4	13
ASSET SIZE (MILLIONS)	51	$1,223.0	$5,548.7	$1,676.8	$4,322.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$13,860	$16,396	$16,000	$19,000
BONUS	7	585	1,277	1,125	2,200
TOTAL COMPENSATION	39	14,170	16,615	16,000	19,000
AGE	38	28	35	31	38
YEARS OF EDUCATION	38	12	15	16	16
YEARS WITH PRESENT BANK	38	4	6	6	8
YEARS IN POSITION	38	2	3	2	3
REPORTING LEVEL	38	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	12	2	4	3	5
ASSET SIZE (MILLIONS)	39	$1,223.0	$6,765.9	$1,618.3	$3,974.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$11,595	$14,738	$14,250	$16,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	30	11,648	14,894	14,463	17,438
AGE	30	31	40	36	50
YEARS OF EDUCATION	29	12	14	14	16
YEARS WITH PRESENT BANK	30	7	12	10	14
YEARS IN POSITION	30	2	4	4	5
REPORTING LEVEL	27	7	7	6	5
TOTAL EMPLOYEES SUPERVISED	10	3	12	5	18
ASSET SIZE (MILLIONS)	30	$1,280.7	$9,177.6	$2,180.6	$4,431.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$13,260	$16,063	$16,000	$18,131
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	32	13,260	16,071	16,000	18,131
AGE	28	25	29	27	29
YEARS OF EDUCATION	30	17	18	18	18
YEARS WITH PRESENT BANK	28	1	2	2	2
YEARS IN POSITION	28	1	2	2	2
REPORTING LEVEL	29	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	32	$1,318.3	$5,132.8	$2,328.8	$4,478.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,920	$12,331	$12,000	$13,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	43	10,920	12,353	12,000	13,500
AGE	38	24	26	25	26
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	38	1	2	2	2
YEARS IN POSITION	38	1	2	2	2
REPORTING LEVEL	37	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	43	$1,300.0	$4,508.4	$2,040.0	$4,356.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$38,000	$52,112	$48,400	$59,800
BONUS	39	5,000	12,027	9,000	13,100
TOTAL COMPENSATION	63	38,298	59,557	54,032	71,239
AGE	63	42	47	46	52
YEARS OF EDUCATION	61	14	15	16	16
YEARS WITH PRESENT BANK	63	7	18	19	27
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	199	660	370	638
ASSET SIZE (MILLIONS)	63	$1,300.0	$9,031.3	$2,115.5	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$20,953	$34,428	$29,576	$41,000
BONUS	6	1,763	6,140	3,613	12,422
TOTAL COMPENSATION	25	20,953	35,901	29,576	42,349
AGE	25	37	46	47	52
YEARS OF EDUCATION	25	14	15	16	16
YEARS WITH PRESENT BANK	25	10	17	13	23
YEARS IN POSITION	25	3	4	4	6
REPORTING LEVEL	23	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	12	208	51	175
ASSET SIZE (MILLIONS)	25	$1,366.5	$7,182.5	$2,653.7	$8,412.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$13,600	$17,311	$17,225	$19,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	27	13,600	17,574	17,919	19,500
AGE	26	32	42	38	53
YEARS OF EDUCATION	25	12	14	14	16
YEARS WITH PRESENT BANK	27	8	14	11	20
YEARS IN POSITION	26	2	5	4	6
REPORTING LEVEL	25	7	6	6	5
TOTAL EMPLOYEES SUPERVISED	12	1	53	4	23
ASSET SIZE (MILLIONS)	27	$1,305.1	$7,569.9	$2,305.2	$4,501.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$32,000	$41,849	$39,000	$48,500
BONUS	34	2,300	7,510	4,475	10,125
TOTAL COMPENSATION	63	34,500	45,901	41,400	53,125
AGE	62	40	47	47	53
YEARS OF EDUCATION	60	16	16	16	17
YEARS WITH PRESENT BANK	63	6	14	12	20
YEARS IN POSITION	62	2	5	5	7
REPORTING LEVEL	61	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	59	15	55	27	69
ASSET SIZE (MILLIONS)	63	$1,300.0	$8,620.8	$2,120.0	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,015	$35,471	$33,800	$41,250
BONUS	13	2,420	4,794	4,186	6,169
TOTAL COMPENSATION	37	25,556	37,156	34,650	44,850
AGE	36	34	39	37	42
YEARS OF EDUCATION	36	16	16	16	17
YEARS WITH PRESENT BANK	37	7	13	11	14
YEARS IN POSITION	37	3	5	4	6
REPORTING LEVEL	36	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	3	18	6	14
ASSET SIZE (MILLIONS)	37	$1,301.3	$6,251.9	$2,305.2	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$21,050	$26,039	$24,500	$30,153
BONUS	10	1,566	2,870	2,418	5,026
TOTAL COMPENSATION	56	21,050	26,552	24,750	30,153
AGE	55	44	51	54	59
YEARS OF EDUCATION	52	13	15	16	16
YEARS WITH PRESENT BANK	56	5	13	11	18
YEARS IN POSITION	53	3	5	4	8
REPORTING LEVEL	55	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	48	6	32	16	45
ASSET SIZE (MILLIONS)	56	$1,453.3	$8,223.0	$2,417.3	$4,651.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$20,754	$26,152	$25,200	$31,650
BONUS	8	659	1,991	1,517	2,677
TOTAL COMPENSATION	49	20,754	26,477	25,506	31,650
AGE	48	33	40	39	45
YEARS OF EDUCATION	47	16	16	17	18
YEARS WITH PRESENT BANK	49	4	9	7	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	48	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	3	9	7	12
ASSET SIZE (MILLIONS)	49	$1,460.6	$5,862.9	$2,420.0	$4,503.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	59	$44,000	$60,893	$56,000	$74,500
BONUS	38	4,595	11,772	9,500	14,685
TOTAL COMPENSATION	59	45,084	68,475	62,461	86,000
AGE	57	46	50	50	55
YEARS OF EDUCATION	56	16	17	17	19
YEARS WITH PRESENT BANK	59	8	17	18	25
YEARS IN POSITION	57	3	6	5	8
REPORTING LEVEL	57	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	58	64	209	127	267
ASSET SIZE (MILLIONS)	59	$1,358.0	$10,735.1	$2,400.0	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$25,000	$31,629	$31,750	$38,150
BONUS	14	1,150	3,050	2,219	5,130
TOTAL COMPENSATION	52	25,000	32,450	31,750	38,375
AGE	50	39	44	43	49
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	10	16	14	23
YEARS IN POSITION	50	3	5	5	7
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	28	76	44	102
ASSET SIZE (MILLIONS)	52	$1,300.6	$7,112.8	$2,109.6	$4,406.1

Cash Compensation Data

Region I: New England

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: LESS THAN $10 MILLION

Of the 112 banks submitting data for the New England region, four banks were in the Less Than $10 Million asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 18 positions in this asset size category.

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $10 TO $19 MILLION

Of the 112 banks submitting data for the New England region, 18 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
Instalment Loan Collector
Top Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Personnel Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$31,500	$35,121	$34,388	$35,625
BONUS	7	577	3,323	2,000	3,737
TOTAL COMPENSATION	18	31,644	36,413	34,950	37,753
AGE	18	41	47	46	53
YEARS OF EDUCATION	18	15	15	16	16
YEARS WITH PRESENT BANK	18	4	13	6	22
YEARS IN POSITION	18	3	5	5	6
REPORTING LEVEL	18	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	17	22	28	24	34
ASSET SIZE (MILLIONS)	18	$15.0	$15.7	$16.2	$17.1

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$20,750	$23,515	$22,000	$26,750
BONUS	6	275	861	632	1,592
TOTAL COMPENSATION	13	20,750	23,913	22,423	27,295
AGE	13	33	44	45	52
YEARS OF EDUCATION	13	12	15	15	16
YEARS WITH PRESENT BANK	13	4	8	6	11
YEARS IN POSITION	13	2	5	4	6
REPORTING LEVEL	13	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	11	13	18	20	25
ASSET SIZE (MILLIONS)	13	$15.0	$15.6	$16.0	$16.9

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$12,150	$14,118	$14,000	$15,390
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	12,269	14,308	14,250	15,390
AGE	13	37	45	46	51
YEARS OF EDUCATION	13	12	14	14	15
YEARS WITH PRESENT BANK	13	3	12	13	21
YEARS IN POSITION	13	3	6	6	8
REPORTING LEVEL	13	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	12	3	4	4	5
ASSET SIZE (MILLIONS)	13	$13.8	$15.5	$16.0	$17.8

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$16,000	$18,050	$17,650	$20,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	16,000	18,822	17,967	21,750
AGE	6	36	41	38	47
YEARS OF EDUCATION	6	12	13	13	14
YEARS WITH PRESENT BANK	6	1	8	10	12
YEARS IN POSITION	6	1	3	3	5
REPORTING LEVEL	6	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	2	3	3	3
ASSET SIZE (MILLIONS)	6	$16.8	$17.5	$16.9	$18.4

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,250	$11,630	$12,000	$13,825
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	9,250	12,330	13,650	14,750
AGE	5	38	43	45	48
YEARS OF EDUCATION	5	12	13	14	14
YEARS WITH PRESENT BANK	5	10	12	13	14
YEARS IN POSITION	5	2	3	2	4
REPORTING LEVEL	5	6	4	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$16.4	$17.5	$17.0	$18.8

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 10 TO $ 19 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$13,675	$15,275	$15,500	$17,375
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	13,725	15,382	15,500	17,616
AGE	8	33	37	36	41
YEARS OF EDUCATION	8	13	14	15	16
YEARS WITH PRESENT BANK	8	3	6	7	10
YEARS IN POSITION	8	2	3	3	4
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	2	6	6	12
ASSET SIZE (MILLIONS)	8	$11.6	$14.9	$15.6	$17.5

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$17,525	$19,708	$19,300	$21,500
BONUS	5	274	869	418	1,690
TOTAL COMPENSATION	12	17,885	20,071	19,300	22,375
AGE	12	36	43	42	45
YEARS OF EDUCATION	12	13	15	16	16
YEARS WITH PRESENT BANK	12	4	11	10	18
YEARS IN POSITION	11	3	5	4	8
REPORTING LEVEL	12	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	11	7	16	12	22
ASSET SIZE (MILLIONS)	12	$15.0	$15.8	$15.9	$17.5

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $20 TO $29 MILLION

Of the 112 banks submitting data for the New England region, 11 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
Instalment Loan Collector
Top Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee (College Graduate Program
Top Personnel Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$37,000	$40,890	$38,400	$40,600
BONUS	9	2,180	3,546	3,000	5,500
TOTAL COMPENSATION	11	39,000	43,791	40,950	43,600
AGE	11	42	52	51	62
YEARS OF EDUCATION	10	14	15	15	16
YEARS WITH PRESENT BANK	11	11	18	18	22
YEARS IN POSITION	10	4	11	11	17
REPORTING LEVEL	11	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	11	28	53	38	56
ASSET SIZE (MILLIONS)	11	$22.9	$25.3	$25.0	$28.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$22,500	$28,437	$26,700	$33,000
BONUS	7	1,200	1,992	1,680	2,000
TOTAL COMPENSATION	9	23,500	29,986	28,500	34,580
AGE	9	35	41	38	46
YEARS OF EDUCATION	8	12	14	13	17
YEARS WITH PRESENT BANK	9	3	8	8	13
YEARS IN POSITION	8	2	4	4	6
REPORTING LEVEL	7	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	9	30	57	40	56
ASSET SIZE (MILLIONS)	9	$23.7	$25.7	$26.0	$28.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$12,100	$15,140	$14,000	$18,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	12,150	15,554	14,000	19,736
AGE	5	30	37	36	45
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	2	8	9	13
YEARS IN POSITION	5	1	3	2	6
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	5	7	8	10
ASSET SIZE (MILLIONS)	5	$24.3	$26.8	$28.0	$28.8

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$9,115	$11,117	$10,387	$13,375
BONUS	5	150	560	500	1,001
TOTAL COMPENSATION	8	9,238	11,467	10,492	14,289
AGE	8	29	38	37	46
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	8	2	8	7	10
YEARS IN POSITION	7	1	5	2	10
REPORTING LEVEL	8	5	4	5	3
TOTAL EMPLOYEES SUPERVISED	8	2	3	3	4
ASSET SIZE (MILLIONS)	8	$24.1	$25.7	$25.5	$27.5

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$16,050	$18,761	$17,600	$23,548
BONUS	6	409	1,178	1,213	2,000
TOTAL COMPENSATION	9	16,298	19,546	17,750	24,798
AGE	9	40	47	49	53
YEARS OF EDUCATION	8	12	13	13	16
YEARS WITH PRESENT BANK	9	8	13	12	16
YEARS IN POSITION	9	4	8	8	11
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	8	2	6	5	9
ASSET SIZE (MILLIONS)	9	$23.2	$25.5	$25.0	$28.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$9,075	$13,300	$13,550	$16,950
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	9,075	13,764	13,550	18,146
AGE	6	31	39	35	53
YEARS OF EDUCATION	6	12	15	16	16
YEARS WITH PRESENT BANK	6	3	10	11	16
YEARS IN POSITION	5	1	2	2	4
REPORTING LEVEL	6	5	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$23.8	$26.0	$26.1	$28.4

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$12,813	$16,219	$15,150	$17,750
BONUS	5	670	1,039	700	1,577
TOTAL COMPENSATION	8	13,291	16,868	15,500	17,910
AGE	8	31	38	35	41
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	8	3	8	9	12
YEARS IN POSITION	8	3	5	5	7
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	3	9	5	14
ASSET SIZE (MILLIONS)	8	$23.3	$25.7	$25.6	$28.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$19,520	$23,176	$22,500	$24,175
BONUS	6	1,093	1,654	1,200	2,384
TOTAL COMPENSATION	8	20,138	24,417	23,100	25,925
AGE	8	37	46	46	58
YEARS OF EDUCATION	7	12	13	12	14
YEARS WITH PRESENT BANK	8	17	23	19	33
YEARS IN POSITION	7	3	7	5	8
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	12	30	19	38
ASSET SIZE (MILLIONS)	8	$22.6	$24.6	$24.7	$26.1

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $30 TO $39 MILLION

Of the 112 banks submitting data for the New England region, 11 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Top Business Development Officer
Junior Commercial Loan Officer
Controller
Instalment Loan Collector
Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Trust Department Officer

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$33,800	$40,702	$40,000	$45,000
BONUS	5	1,663	3,605	4,700	5,000
TOTAL COMPENSATION	11	37,500	42,340	42,000	46,600
AGE	11	44	49	48	56
YEARS OF EDUCATION	11	16	16	16	17
YEARS WITH PRESENT BANK	11	6	14	11	15
YEARS IN POSITION	11	2	7	7	11
REPORTING LEVEL	11	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	11	33	45	50	58
ASSET SIZE (MILLIONS)	11	$33.0	$35.1	$35.0	$37.7

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$22,000	$26,834	$28,620	$30,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	24,200	27,814	30,000	30,000
AGE	7	38	47	45	59
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	7	13	18	14	31
YEARS IN POSITION	7	2	5	3	11
REPORTING LEVEL	7	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	7	8	33	25	56
ASSET SIZE (MILLIONS)	7	$32.5	$34.9	$35.0	$37.7

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$11,505	$14,759	$13,750	$18,475
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	11,823	15,136	14,040	19,443
AGE	8	32	43	40	57
YEARS OF EDUCATION	8	12	14	14	16
YEARS WITH PRESENT BANK	8	3	13	12	18
YEARS IN POSITION	8	2	5	4	7
REPORTING LEVEL	8	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	8	4	6	6	7
ASSET SIZE (MILLIONS)	8	$32.6	$35.0	$35.5	$37.5

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$18,000	$21,371	$21,500	$23,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	18,000	22,091	21,500	26,100
AGE	7	33	40	37	47
YEARS OF EDUCATION	7	15	16	16	17
YEARS WITH PRESENT BANK	7	6	11	7	19
YEARS IN POSITION	7	2	7	4	10
REPORTING LEVEL	7	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	5	9	7	13
ASSET SIZE (MILLIONS)	7	$35.0	$36.3	$36.3	$38.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$16,313	$17,656	$17,900	$19,175
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	16,313	18,275	18,900	20,213
AGE	8	33	40	38	49
YEARS OF EDUCATION	8	13	14	14	16
YEARS WITH PRESENT BANK	8	6	9	9	11
YEARS IN POSITION	8	2	6	5	9
REPORTING LEVEL	8	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	6	3	4	4	5
ASSET SIZE (MILLIONS)	8	$33.1	$35.2	$35.0	$37.3

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,005	$12,042	$11,500	$15,350
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	9,005	12,462	11,500	16,400
AGE	5	25	34	32	44
YEARS OF EDUCATION	5	12	13	14	14
YEARS WITH PRESENT BANK	5	3	6	4	10
YEARS IN POSITION	5	1	4	2	7
REPORTING LEVEL	5	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$33.3	$35.7	$35.0	$38.5

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,318	$14,795	$15,250	$17,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12,918	15,028	15,500	17,075
AGE	6	28	39	38	52
YEARS OF EDUCATION	6	12	15	15	17
YEARS WITH PRESENT BANK	6	4	13	8	24
YEARS IN POSITION	6	1	2	2	3
REPORTING LEVEL	6	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$32.8	$35.4	$35.6	$37.7

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$13,700	$17,157	$14,560	$21,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	13,700	18,043	15,100	21,000
AGE	7	37	43	44	47
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	7	6	14	10	28
YEARS IN POSITION	7	3	6	6	10
REPORTING LEVEL	6	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	5	7	5	9
ASSET SIZE (MILLIONS)	7	$32.5	$34.7	$35.0	$37.7

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$18,000	$19,669	$18,500	$20,378
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	18,000	20,326	19,250	21,278
AGE	10	33	41	39	54
YEARS OF EDUCATION	10	12	14	15	16
YEARS WITH PRESENT BANK	10	3	9	8	13
YEARS IN POSITION	10	2	4	3	5
REPORTING LEVEL	10	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	14	20	17	23
ASSET SIZE (MILLIONS)	10	$32.8	$35.3	$35.5	$37.7

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$12,040	$14,676	$15,200	$17,050
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	12,590	15,003	15,200	17,317
AGE	5	41	50	49	60
YEARS OF EDUCATION	5	13	14	13	15
YEARS WITH PRESENT BANK	5	12	14	15	17
YEARS IN POSITION	5	3	7	7	11
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$33.7	$35.8	$36.0	$37.8

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $40 TO $49 MILLION

Of the 112 banks submitting data for the New England region, 19 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$37,312	$43,457	$41,000	$48,500
BONUS	12	1,775	5,675	3,013	5,420
TOTAL COMPENSATION	19	37,512	47,042	43,680	51,000
AGE	17	46	53	56	62
YEARS OF EDUCATION	19	16	16	16	17
YEARS WITH PRESENT BANK	18	6	13	11	20
YEARS IN POSITION	19	3	8	6	11
REPORTING LEVEL	19	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	18	56	70	78	90
ASSET SIZE (MILLIONS)	19	$42.0	$45.2	$46.0	$49.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$23,262	$28,027	$29,000	$31,000
BONUS	8	1,200	2,256	2,225	2,650
TOTAL COMPENSATION	14	24,436	29,317	29,600	33,523
AGE	13	39	45	45	51
YEARS OF EDUCATION	14	12	15	16	16
YEARS WITH PRESENT BANK	14	5	14	13	21
YEARS IN POSITION	14	2	4	4	5
REPORTING LEVEL	14	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	12	13	44	39	76
ASSET SIZE (MILLIONS)	14	$41.5	$45.2	$45.8	$49.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$14,436	$17,656	$18,000	$19,978
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	15,078	17,851	18,000	19,978
AGE	7	33	39	34	44
YEARS OF EDUCATION	8	13	14	14	16
YEARS WITH PRESENT BANK	8	4	8	9	12
YEARS IN POSITION	8	2	2	2	3
REPORTING LEVEL	8	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	9	11	12	12
ASSET SIZE (MILLIONS)	8	$42.8	$46.8	$49.0	$49.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$11,300	$12,928	$12,750	$14,500
BONUS	8	263	498	348	765
TOTAL COMPENSATION	19	11,400	13,137	12,760	14,700
AGE	17	32	41	39	50
YEARS OF EDUCATION	18	12	13	12	14
YEARS WITH PRESENT BANK	18	5	10	9	14
YEARS IN POSITION	17	2	4	4	7
REPORTING LEVEL	19	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	17	3	4	4	5
ASSET SIZE (MILLIONS)	19	$42.0	$45.2	$46.0	$49.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$18,400	$21,908	$22,050	$25,135
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	18,400	21,933	22,050	25,185
AGE	7	36	39	37	46
YEARS OF EDUCATION	8	14	15	15	16
YEARS WITH PRESENT BANK	8	4	9	7	11
YEARS IN POSITION	8	1	3	3	5
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	3	5	5	7
ASSET SIZE (MILLIONS)	8	$40.7	$45.3	$46.3	$49.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$21,063	$24,785	$24,150	$29,413
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	21,188	25,064	24,150	29,463
AGE	11	33	38	37	47
YEARS OF EDUCATION	12	15	16	16	16
YEARS WITH PRESENT BANK	12	2	8	5	14
YEARS IN POSITION	12	1	3	3	4
REPORTING LEVEL	12	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	9	4	10	10	16
ASSET SIZE (MILLIONS)	12	$40.7	$44.9	$45.6	$49.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$14,265	$18,882	$20,000	$22,940
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	14,365	19,022	20,500	22,940
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION	5	12	14	16	16
YEARS WITH PRESENT BANK	5	3	11	6	21
YEARS IN POSITION	5	2	5	4	9
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	1	2	2	4
ASSET SIZE (MILLIONS)	5	$41.0	$44.7	$45.2	$48.2

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,300	$20,389	$20,000	$23,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	17,300	20,642	20,000	23,522
AGE	10	34	39	38	46
YEARS OF EDUCATION	11	14	15	16	16
YEARS WITH PRESENT BANK	11	3	8	8	12
YEARS IN POSITION	11	1	3	2	6
REPORTING LEVEL	11	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	9	4	25	8	61
ASSET SIZE (MILLIONS)	11	$42.0	$45.9	$46.0	$49.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$8,375	$10,794	$10,850	$12,763
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	8,425	10,942	11,235	12,816
AGE	7	26	32	30	33
YEARS OF EDUCATION	8	12	13	12	15
YEARS WITH PRESENT BANK	8	2	4	3	6
YEARS IN POSITION	8	2	3	3	4
REPORTING LEVEL	8	5	5	5	3
TOTAL EMPLOYEES SUPERVISED	5	1	2	1	3
ASSET SIZE (MILLIONS)	8	$41.3	$45.9	$47.5	$49.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$15,650	$18,850	$17,325	$21,625
BONUS	6	238	738	563	1,264
TOTAL COMPENSATION	13	16,088	19,191	18,102	22,125
AGE	12	34	44	42	50
YEARS OF EDUCATION	13	12	14	14	16
YEARS WITH PRESENT BANK	13	6	13	8	20
YEARS IN POSITION	13	2	4	2	4
REPORTING LEVEL	13	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	11	5	12	8	10
ASSET SIZE (MILLIONS)	13	$41.1	$45.0	$46.0	$49.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$11,625	$13,171	$13,300	$14,715
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	11,625	13,232	13,495	14,765
AGE	11	27	33	33	36
YEARS OF EDUCATION	12	13	14	14	16
YEARS WITH PRESENT BANK	12	4	9	6	12
YEARS IN POSITION	12	2	3	3	4
REPORTING LEVEL	12	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	2	4	4	7
ASSET SIZE (MILLIONS)	12	$40.7	$45.2	$46.3	$49.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$13,313	$15,648	$14,890	$18,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	13,463	15,951	15,630	18,125
AGE	7	30	43	39	55
YEARS OF EDUCATION	8	12	14	14	16
YEARS WITH PRESENT BANK	8	8	10	10	13
YEARS IN POSITION	8	2	4	4	6
REPORTING LEVEL	5	4	3	2	2
TOTAL EMPLOYEES SUPERVISED	7	1	8	1	3
ASSET SIZE (MILLIONS)	8	$42.8	$46.2	$47.5	$49.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$12,988	$16,045	$16,300	$17,700
BONUS	7	250	828	541	1,640
TOTAL COMPENSATION	14	13,150	16,459	16,830	18,535
AGE	13	32	42	44	49
YEARS OF EDUCATION	14	12	14	14	16
YEARS WITH PRESENT BANK	14	7	10	9	14
YEARS IN POSITION	14	2	5	4	7
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	3	6	5	8
ASSET SIZE (MILLIONS)	14	$41.5	$45.2	$45.8	$49.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$16,450	$18,550	$19,000	$20,450
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	17,175	18,779	19,000	20,450
AGE	8	32	37	35	46
YEARS OF EDUCATION	9	13	14	14	16
YEARS WITH PRESENT BANK	9	2	9	8	17
YEARS IN POSITION	9	2	3	2	4
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	2	3	3	4
ASSET SIZE (MILLIONS)	9	$43.6	$45.9	$46.0	$49.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$9,385	$10,416	$10,100	$11,318
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	9,513	10,648	10,479	11,665
AGE	5	26	29	29	32
YEARS OF EDUCATION	6	16	16	16	16
YEARS WITH PRESENT BANK	6	2	5	4	10
YEARS IN POSITION	6	1	2	2	2
REPORTING LEVEL	5	5	4	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$40.2	$42.5	$42.0	$45.3

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$16,640	$20,374	$20,300	$23,000
BONUS	8	370	1,307	688	2,105
TOTAL COMPENSATION	16	16,903	21,028	21,605	23,858
AGE	15	36	44	45	49
YEARS OF EDUCATION	16	12	14	14	16
YEARS WITH PRESENT BANK	16	7	14	14	21
YEARS IN POSITION	16	1	4	2	7
REPORTING LEVEL	16	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	16	12	26	17	34
ASSET SIZE (MILLIONS)	16	$40.7	$45.1	$45.8	$49.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$12,000	$16,265	$15,950	$19,100
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	12,250	16,423	15,950	19,100
AGE	11	33	41	37	51
YEARS OF EDUCATION	12	12	14	13	16
YEARS WITH PRESENT BANK	12	7	14	12	23
YEARS IN POSITION	12	2	3	2	3
REPORTING LEVEL	11	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	3	20	4	36
ASSET SIZE (MILLIONS)	12	$42.8	$46.3	$48.2	$49.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$23,700	$25,606	$25,500	$27,375
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	23,700	26,306	25,500	29,338
AGE	8	39	48	47	59
YEARS OF EDUCATION	8	16	17	16	18
YEARS WITH PRESENT BANK	8	4	13	10	16
YEARS IN POSITION	8	2	6	5	9
REPORTING LEVEL	8	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	7	5	7	7	9
ASSET SIZE (MILLIONS)	8	$42.0	$45.9	$48.2	$49.0

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $50 TO $99 MILLION

Of the 112 banks submitting data for the New England region, 20 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Advertising Officer
Top Bank Investment Officer
Bond Department Manager
Branch Manager-Large
Business Development Officer
Junior Commercial Loan Officer
Top Correspondent Bank Officer
Top EDP Officer
Top International Banking Officer
Junior Mortgage Loan Officer
Officer Trainee (Master's Degree)
Officer Trainee (Bachelor's Degree Only)
Personal Banking Manager
Personal Banking Officer
Portfolio Manager
Training Director

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$49,625	$61,790	$53,000	$67,688
BONUS	7	125	9,225	4,500	15,850
TOTAL COMPENSATION	20	51,000	65,018	55,000	80,679
AGE	20	52	56	55	60
YEARS OF EDUCATION	19	12	15	16	16
YEARS WITH PRESENT BANK	20	8	14	11	18
YEARS IN POSITION	20	5	8	8	11
REPORTING LEVEL	20	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	17	49	90	90	126
ASSET SIZE (MILLIONS)	20	$63.9	$73.5	$73.6	$82.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$32,750	$38,587	$34,833	$42,650
BONUS	5	1,063	9,235	2,800	20,625
TOTAL COMPENSATION	13	33,500	42,139	34,833	42,713
AGE	13	38	45	45	49
YEARS OF EDUCATION	13	13	15	16	16
YEARS WITH PRESENT BANK	13	6	16	15	23
YEARS IN POSITION	13	2	5	5	7
REPORTING LEVEL	11	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	10	19	62	56	108
ASSET SIZE (MILLIONS)	13	$59.2	$71.2	$70.8	$81.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$26,000	$30,860	$29,250	$36,525
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	26,700	31,346	30,250	36,539
AGE	5	46	51	53	54
YEARS OF EDUCATION	5	13	15	16	17
YEARS WITH PRESENT BANK	5	8	17	11	30
YEARS IN POSITION	5	3	6	6	9
REPORTING LEVEL	5	3	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$56.6	$69.7	$72.2	$81.5

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$20,000	$22,075	$21,200	$25,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	20,000	22,093	21,200	25,500
AGE	7	39	44	42	47
YEARS OF EDUCATION	7	12	14	14	15
YEARS WITH PRESENT BANK	7	8	19	13	28
YEARS IN POSITION	7	1	3	3	3
REPORTING LEVEL	7	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	16	121	47	82
ASSET SIZE (MILLIONS)	7	$70.8	$76.8	$80.0	$82.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$13,488	$17,179	$17,750	$20,000
BONUS	5	113	478	303	932
TOTAL COMPENSATION	14	13,519	17,349	17,750	20,275
AGE	14	36	42	41	50
YEARS OF EDUCATION	14	12	13	12	15
YEARS WITH PRESENT BANK	14	3	10	9	16
YEARS IN POSITION	14	2	5	4	6
REPORTING LEVEL	13	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	13	7	13	12	20
ASSET SIZE (MILLIONS)	14	$63.9	$73.2	$73.6	$82.2

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$12,650	$14,533	$14,500	$16,563
BONUS	7	125	537	534	1,000
TOTAL COMPENSATION	18	12,675	14,741	15,000	16,838
AGE	17	32	42	42	52
YEARS OF EDUCATION	17	12	14	13	16
YEARS WITH PRESENT BANK	17	4	9	8	11
YEARS IN POSITION	17	3	5	4	5
REPORTING LEVEL	18	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	18	5	7	5	8
ASSET SIZE (MILLIONS)	18	$62.9	$73.4	$73.6	$82.2

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$17,500	$29,200	$31,000	$40,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	17,500	30,200	33,000	41,500
AGE	5	45	50	51	54
YEARS OF EDUCATION	5	14	16	16	17
YEARS WITH PRESENT BANK	5	2	11	7	22
YEARS IN POSITION	5	2	5	4	8
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$70.6	$76.8	$77.0	$82.9

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$12,750	$17,044	$14,500	$21,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	12,950	17,225	14,500	21,750
AGE	9	31	40	38	48
YEARS OF EDUCATION	9	12	14	16	16
YEARS WITH PRESENT BANK	9	4	13	10	20
YEARS IN POSITION	9	3	5	3	9
REPORTING LEVEL	8	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	2	5	3	5
ASSET SIZE (MILLIONS)	9	$68.8	$74.0	$77.0	$82.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$23,750	$29,496	$29,250	$33,350
BONUS	5	358	1,643	2,000	2,750
TOTAL COMPENSATION	13	24,750	30,128	29,250	33,750
AGE	13	40	47	48	54
YEARS OF EDUCATION	13	13	15	16	16
YEARS WITH PRESENT BANK	13	6	13	11	19
YEARS IN POSITION	13	2	6	5	7
REPORTING LEVEL	12	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	12	5	9	9	14
ASSET SIZE (MILLIONS)	13	$63.9	$73.0	$72.2	$82.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$20,000	$21,072	$22,200	$22,800
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	20,000	21,258	22,200	23,253
AGE	11	35	44	42	49
YEARS OF EDUCATION	11	14	15	16	16
YEARS WITH PRESENT BANK	11	4	12	8	21
YEARS IN POSITION	11	3	5	4	9
REPORTING LEVEL	11	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	2	18	3	43
ASSET SIZE (MILLIONS)	11	$68.6	$74.3	$75.0	$82.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$19,375	$25,794	$24,500	$30,711
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	19,375	26,027	24,500	30,711
AGE	13	36	45	48	53
YEARS OF EDUCATION	13	14	15	16	17
YEARS WITH PRESENT BANK	13	4	13	11	17
YEARS IN POSITION	13	2	7	5	11
REPORTING LEVEL	13	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	11	4	16	6	29
ASSET SIZE (MILLIONS)	13	$63.9	$73.0	$72.2	$82.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$10,200	$12,740	$12,000	$16,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	10,200	12,940	12,000	16,900
AGE	7	32	43	33	56
YEARS OF EDUCATION	7	12	13	13	14
YEARS WITH PRESENT BANK	7	2	5	4	8
YEARS IN POSITION	7	2	4	4	5
REPORTING LEVEL	7	6	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$60.0	$73.0	$72.2	$82.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$13,611	$17,523	$18,000	$19,750
BONUS	5	113	906	503	1,900
TOTAL COMPENSATION	16	13,642	17,806	18,000	19,750
AGE	16	34	43	40	51
YEARS OF EDUCATION	16	12	13	13	14
YEARS WITH PRESENT BANK	16	5	11	10	15
YEARS IN POSITION	16	2	5	3	8
REPORTING LEVEL	15	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	15	4	10	6	9
ASSET SIZE (MILLIONS)	16	$68.7	$74.5	$76.0	$82.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$14,000	$15,876	$15,400	$17,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	14,000	15,976	15,400	17,500
AGE	11	38	43	40	50
YEARS OF EDUCATION	11	12	14	12	16
YEARS WITH PRESENT BANK	11	8	14	13	21
YEARS IN POSITION	11	3	5	4	6
REPORTING LEVEL	11	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	11	$64.0	$72.5	$75.0	$82.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$15,250	$16,519	$16,640	$17,500
BONUS	6	83	605	500	1,175
TOTAL COMPENSATION	15	15,250	16,761	16,800	17,700
AGE	15	32	38	34	47
YEARS OF EDUCATION	15	12	14	16	16
YEARS WITH PRESENT BANK	15	2	8	7	13
YEARS IN POSITION	15	2	4	3	5
REPORTING LEVEL	14	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	1	2	2	2
ASSET SIZE (MILLIONS)	15	$60.0	$72.5	$72.2	$82.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$23,375	$28,667	$29,250	$32,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	23,375	29,350	29,300	33,000
AGE	6	36	44	46	51
YEARS OF EDUCATION	6	13	14	14	16
YEARS WITH PRESENT BANK	6	3	13	13	24
YEARS IN POSITION	6	2	6	5	10
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$62.5	$70.7	$70.4	$78.7

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$16,750	$18,367	$19,100	$20,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	17,222	18,662	19,150	20,250
AGE	6	31	38	36	44
YEARS OF EDUCATION	6	16	16	16	17
YEARS WITH PRESENT BANK	6	5	9	7	14
YEARS IN POSITION	6	4	6	5	9
REPORTING LEVEL	6	3	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$68.9	$79.2	$80.0	$86.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$19,900	$26,314	$23,500	$33,200
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	20,000	26,329	23,500	33,200
AGE	7	39	48	46	61
YEARS OF EDUCATION	7	12	14	13	16
YEARS WITH PRESENT BANK	7	5	14	12	27
YEARS IN POSITION	7	3	9	6	9
REPORTING LEVEL	7	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	2	5	4	9
ASSET SIZE (MILLIONS)	7	$63.9	$76.7	$72.2	$95.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$16,250	$19,313	$17,750	$23,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	16,299	19,552	18,550	23,188
AGE	8	31	36	34	40
YEARS OF EDUCATION	8	13	15	15	16
YEARS WITH PRESENT BANK	8	3	5	4	8
YEARS IN POSITION	8	3	5	3	6
REPORTING LEVEL	7	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	2	4	3	6
ASSET SIZE (MILLIONS)	8	$66.0	$78.4	$79.5	$92.2

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$8,140	$11,526	$10,750	$15,300
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	8,140	11,526	10,750	15,300
AGE	5	31	48	55	62
YEARS OF EDUCATION	5	12	12	12	13
YEARS WITH PRESENT BANK	5	6	20	24	32
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$65.3	$75.7	$75.0	$86.5

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$14,000	$18,595	$17,250	$23,000
BONUS	6	188	1,271	554	2,650
TOTAL COMPENSATION	17	14,000	19,044	17,857	23,000
AGE	17	29	35	35	40
YEARS OF EDUCATION	17	12	13	12	16
YEARS WITH PRESENT BANK	17	4	12	10	15
YEARS IN POSITION	16	2	3	2	4
REPORTING LEVEL	16	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	13	28	18	30
ASSET SIZE (MILLIONS)	17	$63.9	$73.4	$72.2	$82.5

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$18,063	$19,946	$20,000	$21,926
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	18,088	19,956	20,000	21,926
AGE	10	39	49	51	57
YEARS OF EDUCATION	10	13	14	14	15
YEARS WITH PRESENT BANK	10	6	17	13	30
YEARS IN POSITION	10	2	6	4	9
REPORTING LEVEL	10	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	2	23	4	37
ASSET SIZE (MILLIONS)	10	$70.2	$76.9	$76.5	$82.4

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$14,000	$16,286	$15,600	$16,900
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	14,000	16,308	15,700	16,900
AGE	7	36	44	41	53
YEARS OF EDUCATION	7	12	13	13	14
YEARS WITH PRESENT BANK	7	4	16	19	28
YEARS IN POSITION	7	2	4	4	6
REPORTING LEVEL	7	3	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$68.6	$76.4	$75.0	$82.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$28,475	$28,688	$30,000	$31,488
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	28,475	28,993	30,000	32,299
AGE	12	42	46	46	53
YEARS OF EDUCATION	12	16	16	16	17
YEARS WITH PRESENT BANK	12	5	10	9	15
YEARS IN POSITION	12	3	6	5	7
REPORTING LEVEL	11	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	11	2	6	4	11
ASSET SIZE (MILLIONS)	12	$71.1	$76.9	$77.5	$82.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $ 50 TO $ 99 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$12,775	$16,876	$17,350	$20,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	12,838	17,101	17,350	20,850
AGE	9	33	39	36	46
YEARS OF EDUCATION	9	12	14	14	16
YEARS WITH PRESENT BANK	9	6	14	8	21
YEARS IN POSITION	9	3	7	5	10
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	3	5	5	5
ASSET SIZE (MILLIONS)	9	$73.6	$77.9	$78.0	$82.5

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $100 TO $249 MILLION

Of the 112 banks submitting data for the New England region, 17 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Advertising Officer
Bond Department Manager
Branch Manager-Large
Top Business Development Officer
Business Development Officer
Top Correspondent Bank Officer
Top International Banking Officer
Junior Mortgage Loan Officer
New Accounts Officer/Representative
Officer Trainee (Master's Degree)
Personal Banking Manager
Personal Banking Officer
Portfolio Manager
Training Director

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$54,320	$66,661	$69,500	$76,000
BONUS	7	750	4,595	3,313	7,000
TOTAL COMPENSATION	17	56,152	68,553	70,000	77,050
AGE	17	53	57	59	62
YEARS OF EDUCATION	16	15	16	16	17
YEARS WITH PRESENT BANK	17	14	19	15	23
YEARS IN POSITION	16	5	10	9	15
REPORTING LEVEL	17	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	17	68	180	180	274
ASSET SIZE (MILLIONS)	17	$116.2	$148.4	$129.0	$180.6

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$36,505	$43,087	$41,000	$52,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	36,505	44,253	41,000	52,750
AGE	13	44	51	49	59
YEARS OF EDUCATION	12	15	16	16	18
YEARS WITH PRESENT BANK	13	5	15	6	29
YEARS IN POSITION	12	3	5	5	6
REPORTING LEVEL	13	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	13	28	98	77	160
ASSET SIZE (MILLIONS)	13	$116.2	$150.0	$129.0	$183.2

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$24,988	$32,645	$33,835	$39,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	24,988	33,013	34,913	39,750
AGE	8	38	46	47	54
YEARS OF EDUCATION	8	13	15	16	16
YEARS WITH PRESENT BANK	8	4	15	15	23
YEARS IN POSITION	8	3	4	4	5
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	45	89	93	124
ASSET SIZE (MILLIONS)	8	$124.0	$153.0	$142.3	$182.8

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$24,725	$28,190	$28,600	$31,450
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	24,725	28,190	28,600	31,450
AGE	5	41	48	53	53
YEARS OF EDUCATION	5	12	15	16	17
YEARS WITH PRESENT BANK	5	7	15	12	24
YEARS IN POSITION	5	7	9	8	12
REPORTING LEVEL	5	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	2	3	3	5
ASSET SIZE (MILLIONS)	5	$135.3	$180.7	$176.3	$228.2

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$18,700	$24,307	$26,000	$28,996
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	18,700	24,517	26,000	30,116
AGE	7	43	45	45	49
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	7	4	13	13	24
YEARS IN POSITION	6	3	5	6	8
REPORTING LEVEL	7	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	20	54	28	119
ASSET SIZE (MILLIONS)	7	$116.0	$144.6	$128.0	$185.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$15,800	$19,249	$18,712	$22,825
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	15,800	19,308	19,070	22,825
AGE	12	39	45	47	51
YEARS OF EDUCATION	12	12	14	14	16
YEARS WITH PRESENT BANK	12	8	19	21	28
YEARS IN POSITION	11	7	8	8	11
REPORTING LEVEL	12	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	9	12	10	13
ASSET SIZE (MILLIONS)	12	$124.0	$153.4	$142.2	$182.8

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$12,275	$15,225	$14,990	$17,267
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	12,275	15,276	14,990	17,420
AGE	15	36	43	42	49
YEARS OF EDUCATION	16	12	13	12	14
YEARS WITH PRESENT BANK	16	4	12	12	20
YEARS IN POSITION	15	2	5	3	6
REPORTING LEVEL	16	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	16	4	5	5	6
ASSET SIZE (MILLIONS)	16	$118.0	$150.7	$132.2	$182.8

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,400	$14,017	$14,250	$15,550
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	6	12,400	14,017	14,250	15,550
AGE	6	32	42	39	55
YEARS OF EDUCATION	6	14	15	16	16
YEARS WITH PRESENT BANK	6	5	9	9	12
YEARS IN POSITION	5	2	6	5	10
REPORTING LEVEL	6	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	1	2	2	3
ASSET SIZE (MILLIONS)	6	$115.7	$145.9	$126.0	$186.4

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$27,500	$32,200	$32,500	$36,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	28,375	32,550	32,500	36,750
AGE	5	37	41	42	45
YEARS OF EDUCATION	5	16	16	16	17
YEARS WITH PRESENT BANK	5	3	7	6	12
YEARS IN POSITION	5	2	4	3	7
REPORTING LEVEL	5	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	5	6	18	8	35
ASSET SIZE (MILLIONS)	5	$115.7	$149.3	$149.0	$183.2

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$20,000	$24,566	$23,908	$31,007
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	20,000	25,326	23,908	31,632
AGE	10	36	45	42	53
YEARS OF EDUCATION	9	13	16	16	17
YEARS WITH PRESENT BANK	10	7	13	10	14
YEARS IN POSITION	8	4	7	8	10
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	1	10	2	15
ASSET SIZE (MILLIONS)	10	$116.3	$149.7	$142.2	$179.8

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$12,500	$15,549	$15,500	$18,669
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	9	12,500	15,549	15,500	18,669
AGE	9	30	33	32	37
YEARS OF EDUCATION	9	13	15	14	16
YEARS WITH PRESENT BANK	9	5	7	6	10
YEARS IN POSITION	8	1	4	4	6
REPORTING LEVEL	8	5	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	9	$116.2	$149.8	$135.5	$183.2

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$23,875	$26,057	$25,720	$28,053
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	6	23,875	26,057	25,720	28,053
AGE	6	35	39	38	41
YEARS OF EDUCATION	6	15	16	16	16
YEARS WITH PRESENT BANK	6	6	10	9	13
YEARS IN POSITION	6	3	5	5	6
REPORTING LEVEL	6	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	8	29	27	44
ASSET SIZE (MILLIONS)	6	$124.0	$154.7	$142.3	$192.8

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$28,500	$33,851	$34,500	$38,850
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	31,750	34,582	34,500	39,350
AGE	13	43	49	49	55
YEARS OF EDUCATION	13	14	15	16	16
YEARS WITH PRESENT BANK	13	9	17	16	24
YEARS IN POSITION	12	3	8	7	9
REPORTING LEVEL	13	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	6	39	13	91
ASSET SIZE (MILLIONS)	13	$119.7	$157.0	$149.0	$187.5

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$11,125	$14,068	$14,143	$15,215
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	11,125	14,170	14,143	15,215
AGE	8	31	38	35	47
YEARS OF EDUCATION	8	12	13	12	14
YEARS WITH PRESENT BANK	8	3	5	5	7
YEARS IN POSITION	7	2	3	3	5
REPORTING LEVEL	8	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	8	3	5	5	7
ASSET SIZE (MILLIONS)	8	$117.7	$161.4	$145.6	$209.9

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$17,625	$23,548	$23,750	$30,652
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	17,625	23,583	23,750	30,652
AGE	10	33	47	53	58
YEARS OF EDUCATION	10	12	14	15	16
YEARS WITH PRESENT BANK	10	9	15	13	22
YEARS IN POSITION	10	4	8	8	11
REPORTING LEVEL	10	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	10	5	13	9	24
ASSET SIZE (MILLIONS)	10	$124.4	$148.9	$132.2	$179.8

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$15,225	$19,563	$18,440	$22,625
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	15,225	19,698	18,440	23,633
AGE	10	33	43	44	52
YEARS OF EDUCATION	10	16	15	16	16
YEARS WITH PRESENT BANK	10	6	11	8	13
YEARS IN POSITION	9	3	7	6	11
REPORTING LEVEL	10	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	8	4	6	5	8
ASSET SIZE (MILLIONS)	10	$115.7	$159.7	$152.3	$196.7

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$16,800	$18,586	$19,000	$20,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	17,000	18,604	19,000	20,000
AGE	11	36	42	38	52
YEARS OF EDUCATION	11	12	15	14	16
YEARS WITH PRESENT BANK	11	5	12	10	17
YEARS IN POSITION	10	3	5	3	9
REPORTING LEVEL	10	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	11	2	2	2	3
ASSET SIZE (MILLIONS)	11	$116.4	$151.3	$129.0	$185.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$20,141	$23,556	$25,000	$26,250
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	20,141	23,556	25,000	26,250
AGE	5	32	44	47	55
YEARS OF EDUCATION	5	14	15	16	16
YEARS WITH PRESENT BANK	5	4	13	7	25
YEARS IN POSITION	5	2	4	3	7
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	3	5	5	7
ASSET SIZE (MILLIONS)	5	$145.6	$176.6	$185.0	$203.3

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$20,486	$26,216	$27,575	$30,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	20,486	26,383	27,825	30,375
AGE	6	33	39	34	51
YEARS OF EDUCATION	5	16	16	16	17
YEARS WITH PRESENT BANK	6	5	7	7	9
YEARS IN POSITION	6	2	4	4	6
REPORTING LEVEL	6	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	6	1	11	2	19
ASSET SIZE (MILLIONS)	6	$139.0	$180.2	$183.2	$222.3

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$18,500	$22,182	$23,300	$24,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	18,500	22,405	23,300	24,300
AGE	11	43	50	50	60
YEARS OF EDUCATION	11	12	14	14	16
YEARS WITH PRESENT BANK	11	10	16	16	23
YEARS IN POSITION	11	3	7	6	11
REPORTING LEVEL	11	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	10	3	8	4	13
ASSET SIZE (MILLIONS)	11	$115.0	$147.3	$127.1	$176.3

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$16,938	$19,414	$19,610	$22,586
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	17,025	19,618	20,033	22,695
AGE	8	32	41	38	51
YEARS OF EDUCATION	8	14	15	16	16
YEARS WITH PRESENT BANK	8	5	10	9	14
YEARS IN POSITION	7	2	7	4	7
REPORTING LEVEL	8	5	5	5	3
TOTAL EMPLOYEES SUPERVISED	8	1	4	2	7
ASSET SIZE (MILLIONS)	8	$115.2	$154.1	$141.8	$186.6

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$8,345	$9,178	$9,000	$10,100
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	8,345	9,178	9,000	10,100
AGE	5	23	26	24	30
YEARS OF EDUCATION	5	16	16	16	16
YEARS WITH PRESENT BANK	5	2	8	4	16
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL	5	6	5	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$128.0	$177.8	$176.3	$228.2

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$21,952	$25,176	$26,200	$29,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	21,952	26,029	26,200	31,672
AGE	13	37	43	41	47
YEARS OF EDUCATION	13	14	15	15	16
YEARS WITH PRESENT BANK	13	6	14	11	19
YEARS IN POSITION	13	4	7	5	9
REPORTING LEVEL	13	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	12	27	48	48	72
ASSET SIZE (MILLIONS)	13	$115.7	$151.3	$135.5	$180.6

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$18,500	$18,382	$19,300	$20,700
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	18,500	18,391	19,300	20,700
AGE	11	34	45	39	57
YEARS OF EDUCATION	11	13	15	15	16
YEARS WITH PRESENT BANK	11	5	11	8	14
YEARS IN POSITION	11	2	7	6	13
REPORTING LEVEL	11	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	11	2	7	3	5
ASSET SIZE (MILLIONS)	11	$127.1	$156.0	$135.5	$190.1

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$13,208	$19,230	$17,500	$25,000
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	7	13,208	19,230	17,500	25,000
AGE	7	44	46	46	55
YEARS OF EDUCATION	7	12	13	12	14
YEARS WITH PRESENT BANK	7	12	15	14	19
YEARS IN POSITION	7	3	6	4	10
REPORTING LEVEL	7	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	3	51	11	119
ASSET SIZE (MILLIONS)	7	$127.1	$149.1	$149.0	$176.3

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$26,856	$34,446	$35,100	$40,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	27,350	34,751	35,100	40,500
AGE	9	44	51	53	57
YEARS OF EDUCATION	9	16	17	17	19
YEARS WITH PRESENT BANK	9	10	16	11	28
YEARS IN POSITION	9	4	7	8	10
REPORTING LEVEL	9	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	6	16	10	20
ASSET SIZE (MILLIONS)	9	$128.0	$155.0	$149.0	$183.2

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$15,700	$21,004	$22,000	$24,227
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	7	15,700	21,004	22,000	24,227
AGE	7	39	43	42	44
YEARS OF EDUCATION	7	12	14	16	16
YEARS WITH PRESENT BANK	7	10	13	10	17
YEARS IN POSITION	7	3	6	7	10
REPORTING LEVEL	7	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	4	10	6	14
ASSET SIZE (MILLIONS)	7	$129.0	$160.5	$149.0	$190.1

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $250 TO $499 MILLION

Of the 112 banks submitting data for the New England region, seven banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Administrative Officer
Top Advertising Officer
Top Bank Investment Officer
Bond Department Manager
Branch Manager-Large
Top Business Development Officer
Business Development Officer
Commercial Credit Department Manager
Top Correspondent Bank Officer
Top EDP Officer
Top International Banking Officer
Loan Review Officer
Junior Mortgage Loan Officer
New Accounts Officer/ Representative
Officer Trainee (Master's Degree)
Top Operations Officer
Personal Banking Manager
Personal Banking Officer
Portfolio Manager
Top Security Officer
Training Director
Top Trust Department Officer
Trust Operations Manager

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$80,000	$92,571	$97,500	$106,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	80,000	96,397	99,279	116,000
AGE	7	50	55	57	60
YEARS OF EDUCATION	7	16	17	18	19
YEARS WITH PRESENT BANK	7	6	11	11	16
YEARS IN POSITION	7	4	9	10	13
REPORTING LEVEL	7	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	6	12	303	331	519
ASSET SIZE (MILLIONS)	7	$300.2	$370.7	$351.8	$426.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$41,000	$50,600	$45,000	$63,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	41,000	54,000	45,000	71,500
AGE	5	46	52	53	59
YEARS OF EDUCATION	5	16	16	16	17
YEARS WITH PRESENT BANK	5	4	13	12	23
YEARS IN POSITION	5	3	6	6	11
REPORTING LEVEL	5	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	5	29	235	205	456
ASSET SIZE (MILLIONS)	5	$296.6	$351.8	$331.7	$417.1

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$23,203	$28,981	$27,500	$35,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	23,414	29,665	27,500	37,000
AGE	5	37	46	49	54
YEARS OF EDUCATION	5	15	16	16	17
YEARS WITH PRESENT BANK	5	6	17	23	25
YEARS IN POSITION	5	3	4	4	5
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	54	179	111	337
ASSET SIZE (MILLIONS)	5	$296.6	$382.3	$410.0	$454.2

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$14,300	$17,677	$16,681	$21,375
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	14,488	17,774	16,846	21,375
AGE	6	31	39	36	45
YEARS OF EDUCATION	6	12	13	13	15
YEARS WITH PRESENT BANK	6	5	14	8	25
YEARS IN POSITION	6	2	4	4	5
REPORTING LEVEL	6	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	6	6	13	13	20
ASSET SIZE (MILLIONS)	6	$298.4	$364.2	$341.8	$440.1

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$13,590	$15,343	$15,550	$17,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	13,866	15,427	15,550	17,400
AGE	6	32	41	37	52
YEARS OF EDUCATION	6	12	13	12	15
YEARS WITH PRESENT BANK	6	11	19	16	27
YEARS IN POSITION	6	3	5	4	6
REPORTING LEVEL	6	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	6	5	6	7	8
ASSET SIZE (MILLIONS)	6	$322.0	$382.5	$380.9	$440.1

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$36,000	$41,680	$41,000	$47,700
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	37,250	42,881	42,500	48,703
AGE	5	44	54	60	63
YEARS OF EDUCATION	5	13	15	14	17
YEARS WITH PRESENT BANK	5	11	20	11	34
YEARS IN POSITION	5	6	9	9	11
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	6	9	8	13
ASSET SIZE (MILLIONS)	5	$312.3	$377.0	$351.8	$454.2

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$20,400	$26,840	$25,000	$34,200
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	20,768	27,107	25,000	34,500
AGE	5	35	42	39	51
YEARS OF EDUCATION	5	16	16	16	17
YEARS WITH PRESENT BANK	5	6	16	14	27
YEARS IN POSITION	5	3	5	5	9
REPORTING LEVEL	5	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$312.3	$377.0	$351.8	$454.2

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$12,500	$15,840	$16,200	$19,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	12,611	15,884	16,200	19,000
AGE	5	26	29	29	32
YEARS OF EDUCATION	5	15	15	16	16
YEARS WITH PRESENT BANK	5	4	7	6	10
YEARS IN POSITION	5	1	2	2	2
REPORTING LEVEL	5	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$312.3	$373.8	$351.8	$446.2

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$30,900	$34,866	$32,400	$39,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	31,900	35,568	34,000	39,000
AGE	7	37	46	47	58
YEARS OF EDUCATION	7	14	16	16	18
YEARS WITH PRESENT BANK	7	8	15	13	24
YEARS IN POSITION	7	5	7	7	10
REPORTING LEVEL	7	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	5	17	15	29
ASSET SIZE (MILLIONS)	7	$300.2	$370.7	$351.8	$426.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$12,013	$13,107	$13,000	$14,255
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	12,013	13,209	13,000	14,511
AGE	5	31	34	34	37
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	5	9	9	14
YEARS IN POSITION	5	2	5	2	10
REPORTING LEVEL	5	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	5	2	7	5	13
ASSET SIZE (MILLIONS)	5	$296.6	$366.6	$331.7	$454.2

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$20,088	$26,430	$28,000	$33,600
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	20,088	26,974	28,000	34,200
AGE	7	39	50	48	61
YEARS OF EDUCATION	7	13	15	14	16
YEARS WITH PRESENT BANK	7	9	13	13	15
YEARS IN POSITION	7	3	6	7	9
REPORTING LEVEL	7	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	8	26	17	47
ASSET SIZE (MILLIONS)	7	$300.2	$370.7	$351.8	$426.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,188	$16,360	$14,705	$19,975
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12,242	16,397	14,705	19,975
AGE	6	41	49	47	62
YEARS OF EDUCATION	6	12	12	12	13
YEARS WITH PRESENT BANK	6	8	11	11	14
YEARS IN POSITION	6	3	5	5	8
REPORTING LEVEL	6	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	3	16	6	33
ASSET SIZE (MILLIONS)	6	$298.4	$361.5	$341.8	$428.1

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$17,780	$21,140	$21,360	$23,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	17,780	21,275	21,567	23,546
AGE	6	32	44	41	58
YEARS OF EDUCATION	6	14	15	16	16
YEARS WITH PRESENT BANK	6	6	15	9	29
YEARS IN POSITION	6	1	6	7	9
REPORTING LEVEL	6	4	3	4	2
TOTAL EMPLOYEES SUPERVISED	6	2	4	3	6
ASSET SIZE (MILLIONS)	6	$298.4	$377.2	$380.9	$440.1

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$19,100	$26,100	$27,000	$32,100
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	19,100	26,613	28,250	32,244
AGE	6	34	44	38	61
YEARS OF EDUCATION	6	15	15	16	16
YEARS WITH PRESENT BANK	6	7	10	11	13
YEARS IN POSITION	6	2	7	7	13
REPORTING LEVEL	6	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	1	2	2	3
ASSET SIZE (MILLIONS)	6	$298.4	$352.1	$341.8	$414.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$25,000	$29,460	$29,000	$32,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	25,452	29,595	29,487	32,500
AGE	7	41	48	47	54
YEARS OF EDUCATION	7	14	15	16	16
YEARS WITH PRESENT BANK	7	9	16	11	19
YEARS IN POSITION	7	2	4	5	5
REPORTING LEVEL	7	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	5	11	9	16
ASSET SIZE (MILLIONS)	7	$300.2	$370.7	$351.8	$426.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$15,500	$19,871	$17,700	$25,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	15,500	20,034	17,700	25,900
AGE	7	28	38	41	43
YEARS OF EDUCATION	7	14	15	16	16
YEARS WITH PRESENT BANK	7	5	11	10	15
YEARS IN POSITION	7	1	4	3	7
REPORTING LEVEL	7	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	2	6	8	9
ASSET SIZE (MILLIONS)	7	$300.2	$370.7	$351.8	$426.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,940	$10,263	$10,036	$10,700
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	9,940	10,344	10,036	10,901
AGE	5	24	25	25	26
YEARS OF EDUCATION	5	16	16	16	16
YEARS WITH PRESENT BANK	5	2	3	3	4
YEARS IN POSITION	5	2	2	2	3
REPORTING LEVEL	5	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	5	$312.3	$377.0	$351.8	$454.2

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$19,851	$23,036	$23,000	$26,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	20,233	23,221	23,000	27,100
AGE	7	34	44	39	60
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	7	7	17	8	27
YEARS IN POSITION	7	3	5	3	7
REPORTING LEVEL	7	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	5	7	7	10
ASSET SIZE (MILLIONS)	7	$300.2	$370.7	$351.8	$426.0

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $500 TO $999 MILLION

Of the 112 banks submitting data for the New England region, two banks were in the $500 to $999 Million asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 41 positions in this asset size category.

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $1 BILLION AND OVER

Of the 112 banks submitting data for the New England region, 3 banks were in the $1 Billion and Over asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 41 positions in this asset size category.

A 3425-4.2

1979 Bank Officer Cash Compensation Survey

A report prepared for
Bank Administration Institute's
Human Resources Commission

By

Charles M. McCurry
Director, Human Resource Programs

Bank Administration Institute

Park Ridge, Illinois

Bank Administration Institute

Bank Administration Institute is a not-for-profit corporation whose broad goals are to help bank administrators achieve high levels of professional effectiveness and to help solve significant banking problems. These goals are pursued through programs of research and development, education, and technical assistance.

Founded in 1924, the Institute is today the largest technical banking association in the world. It is governed by a Board of Directors. Responsibility for management of the Institute's activities within a framework of policy established by the Board rests with the President, who is assisted by a staff located in Park Ridge, Illinois.

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Introductory Note

Data for your individual region begins on the page indicated by a shaded edge.

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Conducting the Survey

This is the eighth national bank officer salary survey conducted by the Human Resources Commission of Bank Administration Institute. Survey forms were mailed to BAI members in April, 1979. A total of 3,203 banks provided usable returns. These banks ranged in asset size from under $10 million to over $1 billion.

Several changes were made in this year's survey. In addition to reporting current salary data, for the first time in the 15-year history of the study, banks were asked to provide information on annual bonuses. This was done to ensure that officers' total direct compensation is fully summarized.

Other changes in this year's survey include:

- Revising the list of survey positions, as follows:

  Eighteen positions were surveyed for banks under $50 million in assets. Forty-one positions were surveyed for banks $50 million and over in assets.

- Expanding the survey results to include 25th percentile, mean, median, and 75th percentile data.

- Requesting data on the following pay-related information:

  Reporting level

  Number of employees supervised

  Age

  Years with bank

  Years in present position

  Education.

Geographic Region and Asset Size

The data were gathered and sorted by geographic region and asset size. States that comprise the nine geographic regions are listed below. Also listed are the number of participating banks and the number of officers surveyed in each region. The following sections of this report include the results for all

regions combined (national) and for your region. Reports for banks in other geographic regions are available on request from BAI (see enclosed order form).

Participating Banks	Number of Officers Surveyed	Regions	States	
112	1,360	I. New England	Connecticut Maine Massachusetts	New Hampshire Rhode Island Vermont
211	3,051	II. Mid-Atlantic	New Jersey New York	Pennsylvania
431	4,560	III. South-Atlantic	Delaware Florida Georgia Maryland North Carolina	South Carolina Virginia Washington, D.C. West Virginia
818	8,085	IV. East-North Central	Illinois Indiana Michigan	Ohio Wisconsin
190	1,819	V. East-South Central	Alabama Kentucky	Mississippi Tennessee
600	4,234	VI. West-North Central	Iowa Kansas Minnesota Missouri	Nebraska North Dakota South Dakota
434	4,115	VII. West-South Central	Arkansas Louisiana	Oklahoma Texas
221	2,140	VIII. Mountain	Arizona Colorado Idaho Montana	New Mexico Nevada Utah Wyoming
124	1,425	IX. Pacific	Alaska California Hawaii	Oregon Washington
3,141*	30,789*			

*Of the 3,203 banks providing usable returns, 62 banks did not report their geographic region; therefore, data for their 350 officer positions were included only in the results for all regions combined (national).

Banks in each geographic region were divided into 10 asset size categories. The 10 categories and the number of banks in each category are listed below by geographic region. No tables are presented when less than five banks participated in any resource category.

Total Assets	Total*	Geographic Region I	II	III	IV	V	VI	VII	VIII	IX
1. $1 Billion and over	78	3	19	16	15	2	5	6	4	8
2. $500 to $999 million	54	2	13	10	9	4	3	7	4	2
3. $250 to $499 million	106	7	24	17	26	3	5	15	3	6
4. $100 to $249 million	353	17	48	52	103	21	30	47	19	16
5. $50 to $99 million	426	20	36	57	128	25	66	51	27	16
6. $40 to $49 million	347	19	20	46	107	17	45	54	24	15
7. $30 to $39 million	373	11	15	45	93	25	80	64	23	17
8. $20 to $29 million	457	11	18	68	110	42	91	74	30	13
9. $10 to $19 million	624	18	14	90	163	36	154	72	60	17
10. Less than $10 million	323	4	4	30	64	15	121	44	27	14

*The 62 banks that did not report geographic region are not included in these results.

Officer Positions Surveyed

The 18 positions surveyed in banks under $50 million in asset size and the 41 positions surveyed in banks $50 million and over in asset size are listed below. Positions new to this year's survey are marked with an asterisk (*).

Banks Under $50 Million in Asset Size

Chief Executive Officer
Second Ranking Officer
Branch Manager—Large
Branch Manager—Small
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
*Instalment Loan Collector
Top Instalment Loan Officer
Junior Instalment Loan Officer
Top Internal Auditing Officer
*General Loan Officer
*Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Operations Officer
Top Personnel Officer
Top Trust Department Officer

Banks $50 Million and Over in Asset Size

*Chief Executive Officer
*Second Ranking Officer
*Top Administrative Officer
Top Advertising Officer
Top Bank Investment Officer
*Bond Department Manager
Top Branch Administration Officer
Branch Manager—Large
Branch Manager—Medium
Branch Manager—Small
Top Business Development Officer
*Business Development Officer
Commercial Credit Department Manager
*Commercial Loan Department Manager
Commercial Loan Officer
Junior Commercial Loan Officer
Top Correspondent Bank Officer
Top EDP Officer
Top Financial Officer

*New position

Instalment Loan Collection Manager
*Instalment Loan Department Manager
Instalment Loan Officer
Top Internal Auditing Officer
Top International Banking Officer
*Loan Review Officer
Marketing Director
*Mortgage Loan Department Manager
Mortgage Loan Officer
*Junior Mortgage Loan Officer

*New position

*New Accounts Officer/ Representative
Officer Trainee (Master's Degree)
Officer Trainee (Bachelor's Degree Only)
Top Operations Officer
*Personal Banking Manager
*Personal Banking Officer
Top Personnel Officer
*Portfolio Manager
Top Security Officer
Training Director
Top Trust Department Officer
Trust Operations Manager

Survey Analysis

The following sections of this report contain tables, like the one shown below, which summarize the survey data. There is one table for each position in each bank asset size category in your geographic region, as well as one table for each position in each bank asset size category for all geographic regions combined.

The top portion of each table shows 25th percentile, mean, median, and 75th percentile base salary, bonus, and total compensation information.

Commercial Loan Officer
Hypothetical Survey Results

	Cases	25th	Mean	Median	75th
Base Salary[1]	34	$13,200	$18,390	$18,761	$25,683
Bonus[2]	13	790	921	972	1,000
Total Compensation[3]	34	13,500	18,949	19,500	26,000
Age	34	25	34	31	59
Years of Education	34	12	16	16	18
Years with Present Bank	34	2	9	6	33
Years in Position	34	1	6	4	28
Reporting Level	34	7	5	4	3
Total Employees Supervised	34	0	1	0	3
Asset Size (Millions)	34	$43.7	$45.8	$46.2	$48.5

[1] *Base Salary* information summarizes the range of base salaries reported by bonus-paying and nonbonus-paying banks combined.

[2] *Bonus* information summarizes the range of bonus awards in bonus-paying banks only.

[3] *Total compensation* information combines base salaries in nonbonus-paying banks with total compensation levels (i.e., base salaries plus bonus awards) in bonus-paying banks.

Because some banks did not report paying bonuses, the reported base salary information plus the reported bonus information may not equal the reported total compensation information.

The bottom portion of each table summarizes pay-related information (i.e., age, education, and so on) collected in the survey. This information is provided to assist you in evaluating your bank's actual pay levels. For example, actual pay levels for one of your bank's officers may be above the survey median compensation levels *because* your officer is older, has greater educa-

tion, years of service and time in position, is at a higher reporting level, and supervises more employees than the median of officers surveyed in his or her position.

The remainder of this section discusses two hypothetical examples, which more fully illustrate the use of this year's survey data.

Hypothetical Example 1

Compare the following data for a *hypothetical* commercial loan officer in your bank with the *hypothetical* survey results for commercial loan officers shown in the sample table on page 5.

Position:	Commercial Loan Officer
Base Salary	$24,500
Bonus	—
Total Compensation	$24,500
Age	45
Education	16
Years with Bank	12
Years in Position	10
Reporting Level	3
Total Employees Supervised	5
Bank Asset Size (Millions)	$47.0

Since your bank's hypothetical commercial loan officer did not receive a bonus, you should compare his or her total compensation of $24,500 with the range of total compensation shown in the sample table. Your bank's commercial loan officer appears to be paid well above the survey median of $19,500, and below the survey 75th percentile of $26,000. However, before concluding that your bank's commercial loan officer is overpaid, consider the following pay-related information:

1. *Age.* At 45 years, your officer is midway between the survey median of 31 and the survey 75th percentile of 59.
2. *Education.* At 16 years, your officer is at the survey median of 16.
3. *Years with bank.* At 12 years, your officer is above the survey median of 6, but well below the survey 75th percentile of 33.
4. *Years in position.* At 10 years, your officer is above the survey median of 4 years, but well below the survey 75th percentile of 28.
5. *Reporting level.* At 3, your officer is at the survey 75th percentile of 3.
6. *Total employees supervised.* At 5, your officer is above the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer probably is not overpaid. This officer is (1) above the survey 75th percentile in total number of employees supervised, (2) at the survey 75th percentile in reporting level; (3) between the survey median and survey 75th percentile in age, years with the bank, years in position, and bank asset size; and (4) at the survey median in education. Thus, this officer's total compensation of $24,500 appears to be justifiable.

Hypothetical Example 2

Let's consider a second *hypothetical* example. Suppose your bank's commercial loan officer has the following characteristics:

Position:	Commercial Loan Officer	
Base Salary	$16,000	
Bonus	1,600	
Total Compensation	$17,600	
Age	31	
Education	18	(MBA)
Years with Bank	4	
Years in Position	4	
Reporting Level	4	
Total Employees Supervised	3	
Bank Asset Size (Millions)	$47.0	

This commercial loan officer's base salary of $16,000 falls between the survey 25th percentile of $13,200 and the survey mean of $18,390. His or her total compensation of $17,600 falls between the survey 25th percentile base salary plus survey 25th percentile bonus of $13,990 and the survey mean base salary plus mean bonus of $19,311. Thus, this officer appears to be underpaid in both base salary and total compensation. This conclusion is reinforced by the following pay-related information:

1. *Age.* At 31, your officer is at the survey 75th percentile of 18.
2. *Education.* At 18 (MBA), your officer is at the survey 75th percentile of 18.
3. *Years with bank.* At 4, your officer is between the survey 25th percentile of 2 and the survey median of 6.
4. *Years in position.* At 4, your officer is at the survey median of 4.
5. *Reporting level.* At 4, your officer is at the survey median of 4.
6. *Total employees supervised.* At 3, your officer is at the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

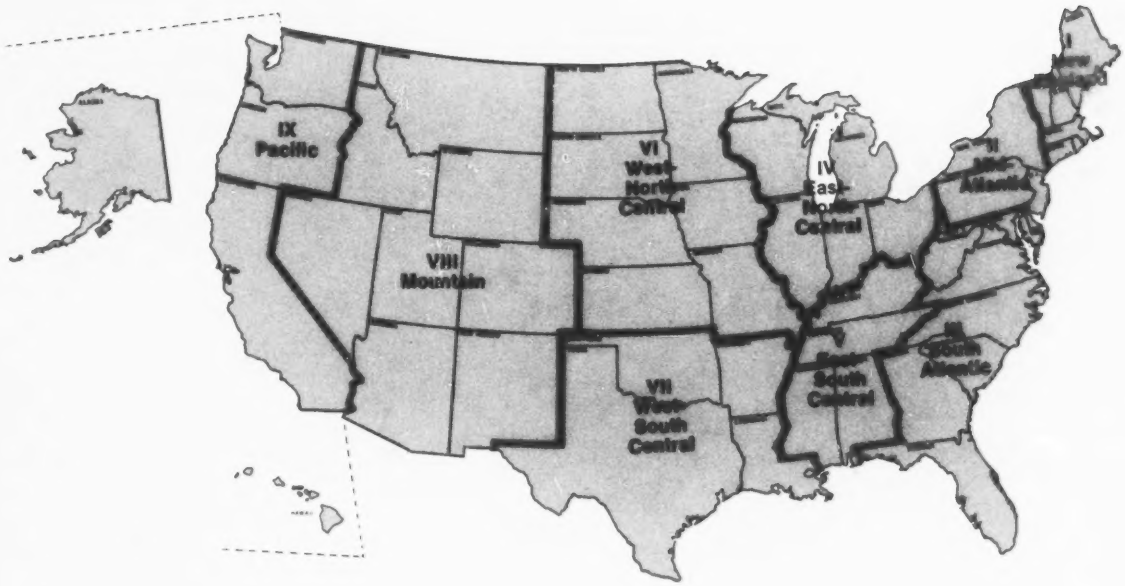
Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably underpaid. This officer is (1) at the survey 75th percentile in education and total employees supervised; (2) between

the survey median and survey 75th percentile in bank asset size; (3) at the survey median in age, years in position, and reporting level; and (4) between the survey 25th percentile and survey mean only in years with the bank. Thus, it would be justifiable to pay this officer at the survey median total compensation level of $19,500. In fact, you might decide that he or she is better qualified and has more responsibility than the median survey commercial loan officer, and should be paid above the survey median total compensation level.

Cash Compensation Data

All Regions Combined

- Banks Under $50 Millions in Asset Size
- Banks $50 Million and Over in Asset Size



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ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: LESS THAN $10 MILLION

Of the 3,203 banks submitting data for the national survey results, 332 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Mortgage Loan Officer
Top Trust Department Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	328	$20,640	$25,608	$25,000	$30,306
BONUS	212	1,500	5,480	3,200	7,864
TOTAL COMPENSATION	328	22,850	29,149	28,100	34,000
AGE	319	40	48	47	56
YEARS OF EDUCATION	326	14	15	16	16
YEARS WITH PRESENT BANK	322	3	13	7	19
YEARS IN POSITION	322	3	8	5	11
REPORTING LEVEL	327	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	322	5	9	8	12
ASSET SIZE (MILLIONS)	328	$5.4	$6.6	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	271	$14,400	$17,682	$17,500	$20,500
BONUS	182	1,000	3,324	1,889	4,400
TOTAL COMPENSATION	271	16,000	19,915	19,200	23,000
AGE	264	32	41	40	49
YEARS OF EDUCATION	270	12	14	14	16
YEARS WITH PRESENT BANK	267	3	10	7	14
YEARS IN POSITION	262	2	5	3	7
REPORTING LEVEL	220	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	228	3	7	6	10
ASSET SIZE (MILLIONS)	271	$5.7	$6.8	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$9,021	$11,822	$10,500	$15,750
BONUS	8	478	593	550	869
TOTAL COMPENSATION	17	9,071	12,101	10,810	16,000
AGE	16	27	39	34	51
YEARS OF EDUCATION	15	12	13	12	14
YEARS WITH PRESENT BANK	16	3	6	4	8
YEARS IN POSITION	16	1	4	2	6
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	2	3	3	5
ASSET SIZE (MILLIONS)	17	$6.2	$7.0	$7.2	$8.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$6,740	$9,848	$11,760	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	7,115	10,090	11,760	12,231
AGE	5	43	54	47	70
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	2	4	3	6
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$5.0	$7.0	$7.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,400	$23,092	$22,800	$27,000
BONUS	6	1,438	3,021	2,237	5,325
TOTAL COMPENSATION	11	18,500	24,739	22,800	29,500
AGE	11	33	43	41	52
YEARS OF EDUCATION	11	14	15	15	16
YEARS WITH PRESENT BANK	11	2	6	3	11
YEARS IN POSITION	11	2	5	3	5
REPORTING LEVEL	10	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	8	3	8	9	12
ASSET SIZE (MILLIONS)	11	$6.8	$7.5	$7.2	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,950	$13,718	$11,000	$18,844
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	10,450	14,298	11,000	19,794
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$6.3	$7.1	$6.8	$8.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$9,625	$11,700	$12,000	$13,425
BONUS	11	350	1,356	1,500	1,720
TOTAL COMPENSATION	16	9,963	12,633	13,250	14,599
AGE	16	28	42	47	56
YEARS OF EDUCATION	16	12	13	12	14
YEARS WITH PRESENT BANK	16	3	13	7	28
YEARS IN POSITION	16	2	7	4	8
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	3	6	6	10
ASSET SIZE (MILLIONS)	16	$5.3	$7.1	$7.6	$8.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$7,800	$10,251	$9,564	$12,450
BONUS	6	536	900	849	1,180
TOTAL COMPENSATION	9	8,329	10,851	10,561	13,310
AGE	8	27	34	31	42
YEARS OF EDUCATION	9	12	14	14	15
YEARS WITH PRESENT BANK	9	2	3	2	4
YEARS IN POSITION	7	2	2	2	2
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	9	$6.2	$6.9	$7.0	$7.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$12,450	$16,419	$15,000	$18,500
BONUS	5	513	1,798	963	3,500
TOTAL COMPENSATION	22	12,450	16,827	15,000	19,200
AGE	21	29	35	35	41
YEARS OF EDUCATION	22	12	14	13	16
YEARS WITH PRESENT BANK	22	2	4	3	4
YEARS IN POSITION	21	2	2	2	3
REPORTING LEVEL	19	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	17	1	3	1	4
ASSET SIZE (MILLIONS)	22	$6.3	$7.6	$8.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$9,723	$11,992	$11,850	$14,300
BONUS	11	482	1,290	525	1,720
TOTAL COMPENSATION	24	10,600	12,583	12,357	15,018
AGE	22	29	33	34	36
YEARS OF EDUCATION	23	12	14	13	16
YEARS WITH PRESENT BANK	23	1	5	4	6
YEARS IN POSITION	23	1	2	2	2
REPORTING LEVEL	24	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	12	1	4	2	7
ASSET SIZE (MILLIONS)	24	$6.9	$7.6	$8.0	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$8,000	$10,090	$10,000	$12,000
BONUS	14	360	1,388	929	2,250
TOTAL COMPENSATION	19	9,120	11,113	10,400	12,600
AGE	17	32	41	39	47
YEARS OF EDUCATION	19	12	13	12	13
YEARS WITH PRESENT BANK	19	4	12	8	17
YEARS IN POSITION	17	2	4	3	5
REPORTING LEVEL	16	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	3	4	3	5
ASSET SIZE (MILLIONS)	19	$5.5	$7.0	$7.3	$8.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$12,000	$14,809	$14,100	$16,650
BONUS	39	750	1,872	1,440	2,400
TOTAL COMPENSATION	73	12,900	15,809	15,000	18,130
AGE	70	30	36	34	41
YEARS OF EDUCATION	72	12	14	15	16
YEARS WITH PRESENT BANK	73	2	5	3	7
YEARS IN POSITION	73	2	3	3	4
REPORTING LEVEL	66	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	51	2	5	4	6
ASSET SIZE (MILLIONS)	73	$6.5	$7.4	$7.8	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$8,800	$10,531	$10,200	$12,000
BONUS	5	500	802	700	1,155
TOTAL COMPENSATION	11	9,200	10,895	10,200	13,000
AGE	11	24	27	26	28
YEARS OF EDUCATION	11	16	16	16	16
YEARS WITH PRESENT BANK	11	2	3	2	4
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	11	$6.0	$7.6	$7.8	$9.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	179	$10,500	$13,240	$12,600	$15,396
BONUS	102	600	1,673	1,000	2,000
TOTAL COMPENSATION	179	11,400	14,194	13,600	16,400
AGE	174	32	41	40	49
YEARS OF EDUCATION	179	12	13	12	14
YEARS WITH PRESENT BANK	178	3	10	8	14
YEARS IN POSITION	172	2	5	3	6
REPORTING LEVEL	163	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	163	4	7	6	9
ASSET SIZE (MILLIONS)	179	$6.0	$7.0	$7.3	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$7,365	$8,930	$9,600	$11,889
BONUS	6	569	1,279	1,530	1,770
TOTAL COMPENSATION	8	7,528	9,889	11,058	13,365
AGE	8	35	42	45	48
YEARS OF EDUCATION	8	12	13	12	12
YEARS WITH PRESENT BANK	8	5	10	8	16
YEARS IN POSITION	8	2	3	3	3
REPORTING LEVEL	6	4	3	4	2
TOTAL EMPLOYEES SUPERVISED	6	6	8	8	11
ASSET SIZE (MILLIONS)	8	$6.9	$8.4	$8.8	$9.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $10 TO $19 MILLION

Of the 3,203 banks submitting data for the national survey results, 651 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	648	$25,008	$31,035	$30,000	$35,000
BONUS	441	1,792	5,719	3,375	6,500
TOTAL COMPENSATION	648	28,115	34,926	33,000	38,683
AGE	632	41	49	49	57
YEARS OF EDUCATION	638	14	15	16	16
YEARS WITH PRESENT BANK	635	5	14	11	22
YEARS IN POSITION	624	4	8	7	12
REPORTING LEVEL	647	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	629	11	61	16	22
ASSET SIZE (MILLIONS)	648	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	564	$18,000	$21,658	$21,000	$24,330
BONUS	375	1,100	3,070	2,000	3,600
TOTAL COMPENSATION	564	19,200	23,699	22,500	26,305
AGE	539	36	44	42	50
YEARS OF EDUCATION	557	12	14	14	16
YEARS WITH PRESENT BANK	552	4	12	9	17
YEARS IN POSITION	535	3	6	5	8
REPORTING LEVEL	491	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	500	5	48	10	17
ASSET SIZE (MILLIONS)	564	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$12,000	$15,294	$15,666	$18,000
BONUS	13	397	1,153	538	1,952
TOTAL COMPENSATION	19	12,200	16,083	16,538	18,500
AGE	19	32	40	37	49
YEARS OF EDUCATION	18	12	14	14	15
YEARS WITH PRESENT BANK	19	2	6	5	6
YEARS IN POSITION	19	2	4	2	5
REPORTING LEVEL	17	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	18	4	10	8	13
ASSET SIZE (MILLIONS)	19	$13.0	$14.8	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	114	$10,475	$13,489	$13,500	$16,000
BONUS	65	395	1,017	625	1,499
TOTAL COMPENSATION	114	11,048	14,069	14,000	16,525
AGE	110	31	40	37	48
YEARS OF EDUCATION	111	12	14	12	16
YEARS WITH PRESENT BANK	113	3	8	5	11
YEARS IN POSITION	109	2	4	3	5
REPORTING LEVEL	104	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	105	2	4	3	5
ASSET SIZE (MILLIONS)	114	$12.9	$15.3	$15.7	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$11,400	$17,501	$15,400	$20,000
BONUS	20	376	2,150	1,775	2,244
TOTAL COMPENSATION	35	11,400	18,730	16,927	24,000
AGE	34	33	43	41	50
YEARS OF EDUCATION	34	12	14	14	16
YEARS WITH PRESENT BANK	33	3	5	5	6
YEARS IN POSITION	33	2	4	3	6
REPORTING LEVEL	34	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	6	3	10
ASSET SIZE (MILLIONS)	35	$13.4	$14.9	$15.0	$17.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$18,000	$21,248	$20,750	$24,000
BONUS	31	1,125	2,746	2,200	3,000
TOTAL COMPENSATION	56	19,575	22,769	21,960	25,612
AGE	53	34	42	37	48
YEARS OF EDUCATION	54	14	15	16	16
YEARS WITH PRESENT BANK	54	2	6	4	10
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	52	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	2	7	4	7
ASSET SIZE (MILLIONS)	56	$14.0	$15.5	$16.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,000	$13,124	$12,000	$15,000
BONUS	28	313	1,580	919	1,700
TOTAL COMPENSATION	43	11,000	14,153	13,010	15,957
AGE	39	26	36	33	43
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	42	3	8	6	8
YEARS IN POSITION	41	2	3	2	3
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	23	1	4	2	7
ASSET SIZE (MILLIONS)	43	$13.0	$15.3	$15.9	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$10,200	$14,180	$13,500	$16,800
BONUS	38	526	1,652	1,004	1,778
TOTAL COMPENSATION	67	11,050	15,118	13,500	17,700
AGE	64	32	42	40	51
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	4	12	9	18
YEARS IN POSITION	63	2	5	3	6
REPORTING LEVEL	65	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	4	10	7	15
ASSET SIZE (MILLIONS)	67	$12.0	$15.0	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$9,000	$10,843	$10,350	$12,130
BONUS	21	368	1,308	1,000	1,225
TOTAL COMPENSATION	46	9,195	11,440	10,800	12,700
AGE	45	29	34	31	40
YEARS OF EDUCATION	45	12	14	13	15
YEARS WITH PRESENT BANK	46	2	6	3	8
YEARS IN POSITION	45	1	3	2	3
REPORTING LEVEL	40	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	1	6	3	10
ASSET SIZE (MILLIONS)	46	$13.9	$15.6	$15.8	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	187	$13,200	$15,929	$15,500	$18,100
BONUS	115	500	1,443	1,070	1,590
TOTAL COMPENSATION	187	13,910	16,816	16,000	19,600
AGE	178	30	37	34	42
YEARS OF EDUCATION	183	12	14	14	16
YEARS WITH PRESENT BANK	182	3	6	5	8
YEARS IN POSITION	177	2	4	3	5
REPORTING LEVEL	174	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	135	2	4	3	4
ASSET SIZE (MILLIONS)	187	$12.9	$15.1	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	138	$10,017	$11,858	$11,962	$13,200
BONUS	85	408	904	724	1,112
TOTAL COMPENSATION	138	10,700	12,415	12,038	14,000
AGE	130	27	34	31	38
YEARS OF EDUCATION	134	12	14	14	16
YEARS WITH PRESENT BANK	135	3	7	5	8
YEARS IN POSITION	132	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	75	1	4	2	5
ASSET SIZE (MILLIONS)	138	$12.6	$15.3	$15.5	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$10,200	$12,416	$12,000	$13,480
BONUS	48	793	1,927	1,250	2,000
TOTAL COMPENSATION	93	10,450	13,411	12,500	14,370
AGE	85	32	42	41	51
YEARS OF EDUCATION	91	12	13	12	16
YEARS WITH PRESENT BANK	92	4	12	9	17
YEARS IN POSITION	84	2	4	2	4
REPORTING LEVEL	80	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	50	3	9	6	12
ASSET SIZE (MILLIONS)	93	$11.9	$14.5	$14.9	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	254	$13,200	$16,006	$15,980	$18,738
BONUS	155	700	1,784	1,200	2,200
TOTAL COMPENSATION	254	14,000	17,095	16,910	19,617
AGE	241	31	39	36	45
YEARS OF EDUCATION	252	12	14	15	16
YEARS WITH PRESENT BANK	250	3	8	6	10
YEARS IN POSITION	244	2	4	3	5
REPORTING LEVEL	229	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	161	2	5	3	6
ASSET SIZE (MILLIONS)	254	$12.6	$15.0	$15.4	$17.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$12,360	$16,097	$15,000	$18,200
BONUS	19	800	2,824	1,200	3,000
TOTAL COMPENSATION	31	12,800	17,828	15,900	20,000
AGE	28	37	44	44	49
YEARS OF EDUCATION	30	12	13	12	14
YEARS WITH PRESENT BANK	29	3	9	6	13
YEARS IN POSITION	29	2	4	2	5
REPORTING LEVEL	27	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	7	3	12
ASSET SIZE (MILLIONS)	31	$15.2	$16.2	$17.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$9,200	$11,015	$10,800	$12,480
BONUS	22	200	668	481	932
TOTAL COMPENSATION	43	9,450	11,357	11,000	13,000
AGE	41	24	28	27	30
YEARS OF EDUCATION	43	16	16	16	16
YEARS WITH PRESENT BANK	42	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	34	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	1	5	3	7
ASSET SIZE (MILLIONS)	43	$12.5	$15.3	$15.4	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	458	$12,500	$15,989	$15,500	$18,975
BONUS	296	750	1,873	1,208	2,400
TOTAL COMPENSATION	458	13,200	17,199	16,500	19,925
AGE	443	33	41	40	49
YEARS OF EDUCATION	451	12	14	13	16
YEARS WITH PRESENT BANK	451	5	11	9	16
YEARS IN POSITION	438	2	5	4	7
REPORTING LEVEL	423	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	428	6	12	10	16
ASSET SIZE (MILLIONS)	458	$12.2	$14.7	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$10,475	$13,005	$12,100	$14,425
BONUS	37	713	1,875	1,000	1,663
TOTAL COMPENSATION	54	10,975	14,290	13,282	15,000
AGE	51	35	43	42	51
YEARS OF EDUCATION	54	12	13	12	14
YEARS WITH PRESENT BANK	53	6	13	11	19
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	47	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	4	11	10	16
ASSET SIZE (MILLIONS)	54	$13.0	$15.0	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$14,804	$28,134	$20,000	$31,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	14,854	29,496	20,000	33,180
AGE	9	41	48	49	55
YEARS OF EDUCATION	9	13	15	14	17
YEARS WITH PRESENT BANK	9	6	12	10	20
YEARS IN POSITION	9	2	7	6	11
REPORTING LEVEL	7	4	3	2	2
TOTAL EMPLOYEES SUPERVISED	7	2	14	8	24
ASSET SIZE (MILLIONS)	9	$13.8	$15.4	$15.3	$18.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $20 TO $29 MILLION

Of the 3,203 banks submitting data for the national survey results, 463 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	460	$30,000	$36,206	$35,000	$40,000
BONUS	289	2,130	5,387	4,000	7,000
TOTAL COMPENSATION	460	32,800	39,590	37,294	44,675
AGE	451	43	50	50	56
YEARS OF EDUCATION	454	14	15	16	16
YEARS WITH PRESENT BANK	453	6	15	12	22
YEARS IN POSITION	442	4	8	7	11
REPORTING LEVEL	458	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	447	20	35	28	35
ASSET SIZE (MILLIONS)	460	$22.0	$24.3	$24.1	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	395	$21,400	$25,109	$25,000	$28,500
BONUS	239	1,250	3,294	2,260	4,012
TOTAL COMPENSATION	395	23,000	27,103	26,600	30,762
AGE	389	37	45	43	52
YEARS OF EDUCATION	391	12	14	15	16
YEARS WITH PRESENT BANK	388	5	13	10	19
YEARS IN POSITION	374	3	6	5	8
REPORTING LEVEL	362	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	354	8	30	20	31
ASSET SIZE (MILLIONS)	395	$22.0	$24.3	$24.2	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$13,356	$17,265	$18,000	$20,000
BONUS	20	506	1,631	1,200	1,993
TOTAL COMPENSATION	42	13,875	18,041	18,861	21,125
AGE	39	33	40	37	46
YEARS OF EDUCATION	41	12	13	13	15
YEARS WITH PRESENT BANK	40	4	10	7	13
YEARS IN POSITION	39	2	5	4	6
REPORTING LEVEL	38	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	42	6	10	9	12
ASSET SIZE (MILLIONS)	42	$23.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	149	$11,224	$14,167	$13,800	$16,585
BONUS	88	500	1,234	988	1,539
TOTAL COMPENSATION	149	11,713	14,896	14,500	17,450
AGE	144	32	41	40	50
YEARS OF EDUCATION	146	12	13	12	15
YEARS WITH PRESENT BANK	146	3	10	7	12
YEARS IN POSITION	144	2	5	3	6
REPORTING LEVEL	141	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	144	3	4	4	5
ASSET SIZE (MILLIONS)	149	$22.6	$24.9	$25.0	$27.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,150	$17,769	$16,700	$21,063
BONUS	34	514	1,330	1,000	1,852
TOTAL COMPENSATION	70	12,775	18,415	17,050	23,025
AGE	68	33	44	43	54
YEARS OF EDUCATION	67	13	15	16	16
YEARS WITH PRESENT BANK	69	2	8	5	8
YEARS IN POSITION	66	2	4	3	5
REPORTING LEVEL	66	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	1	7	3	6
ASSET SIZE (MILLIONS)	70	$23.0	$25.3	$25.2	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$18,000	$21,972	$21,550	$25,515
BONUS	70	825	2,546	1,883	3,379
TOTAL COMPENSATION	128	19,000	23,365	22,796	27,328
AGE	127	34	42	40	49
YEARS OF EDUCATION	126	14	15	16	16
YEARS WITH PRESENT BANK	128	3	8	6	11
YEARS IN POSITION	122	2	4	3	5
REPORTING LEVEL	118	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	8	4	7
ASSET SIZE (MILLIONS)	128	$22.9	$24.9	$25.0	$27.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$11,250	$13,591	$13,840	$16,000
BONUS	31	500	1,680	1,200	1,769
TOTAL COMPENSATION	49	12,000	14,654	14,700	17,055
AGE	49	27	34	31	40
YEARS OF EDUCATION	49	12	14	16	16
YEARS WITH PRESENT BANK	49	3	8	6	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	47	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	29	1	5	2	6
ASSET SIZE (MILLIONS)	49	$22.5	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	85	$13,000	$16,123	$15,000	$19,000
BONUS	50	594	1,341	1,119	1,725
TOTAL COMPENSATION	85	14,075	16,911	16,000	19,851
AGE	83	32	41	39	50
YEARS OF EDUCATION	83	12	14	14	16
YEARS WITH PRESENT BANK	83	3	11	7	17
YEARS IN POSITION	80	2	5	3	7
REPORTING LEVEL	83	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	69	4	12	9	18
ASSET SIZE (MILLIONS)	85	$22.6	$24.8	$25.0	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	79	$10,000	$11,053	$11,075	$12,500
BONUS	40	465	847	750	1,000
TOTAL COMPENSATION	79	10,000	11,482	11,700	13,000
AGE	78	27	35	32	41
YEARS OF EDUCATION	79	12	14	13	16
YEARS WITH PRESENT BANK	79	2	5	3	6
YEARS IN POSITION	79	2	3	2	3
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	1	6	3	7
ASSET SIZE (MILLIONS)	79	$22.0	$24.8	$25.0	$27.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	255	$14,500	$17,120	$16,500	$19,500
BONUS	151	750	1,766	1,500	2,150
TOTAL COMPENSATION	255	15,050	18,165	17,810	20,790
AGE	251	32	39	37	45
YEARS OF EDUCATION	251	12	14	14	16
YEARS WITH PRESENT BANK	254	3	8	6	10
YEARS IN POSITION	248	2	5	3	6
REPORTING LEVEL	241	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	2	5	3	5
ASSET SIZE (MILLIONS)	255	$22.0	$24.5	$24.7	$26.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$10,800	$12,453	$12,250	$14,200
BONUS	93	554	1,129	1,037	1,500
TOTAL COMPENSATION	183	11,390	13,027	12,844	14,800
AGE	181	28	34	32	39
YEARS OF EDUCATION	182	12	14	14	16
YEARS WITH PRESENT BANK	182	2	6	5	8
YEARS IN POSITION	176	2	3	2	3
REPORTING LEVEL	175	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	97	1	4	2	5
ASSET SIZE (MILLIONS)	183	$23.0	$25.2	$25.3	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	115	$10,644	$13,629	$12,550	$15,000
BONUS	60	789	1,384	1,155	1,628
TOTAL COMPENSATION	115	11,100	14,351	13,000	15,805
AGE	113	31	41	41	50
YEARS OF EDUCATION	112	12	14	13	16
YEARS WITH PRESENT BANK	113	5	11	9	15
YEARS IN POSITION	111	2	4	3	5
REPORTING LEVEL	107	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	57	1	10	3	12
ASSET SIZE (MILLIONS)	115	$23.0	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	232	$15,000	$18,089	$18,000	$20,200
BONUS	134	773	2,056	1,485	2,500
TOTAL COMPENSATION	232	16,000	19,276	18,975	22,384
AGE	221	32	40	37	47
YEARS OF EDUCATION	227	12	14	14	16
YEARS WITH PRESENT BANK	225	3	9	7	12
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	221	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	164	2	6	4	7
ASSET SIZE (MILLIONS)	232	$22.9	$24.7	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$14,040	$17,982	$18,000	$20,501
BONUS	30	769	1,644	1,368	2,015
TOTAL COMPENSATION	67	15,000	18,718	18,750	21,200
AGE	65	32	41	40	49
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	3	9	8	12
YEARS IN POSITION	63	2	4	3	4
REPORTING LEVEL	64	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	8	3	4
ASSET SIZE (MILLIONS)	67	$22.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$9,195	$10,901	$10,350	$12,500
BONUS	11	215	802	500	1,340
TOTAL COMPENSATION	32	9,615	11,176	10,500	12,957
AGE	31	24	27	25	28
YEARS OF EDUCATION	32	16	16	16	16
YEARS WITH PRESENT BANK	32	2	4	2	3
YEARS IN POSITION	30	1	2	2	2
REPORTING LEVEL	31	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	4	6
ASSET SIZE (MILLIONS)	32	$22.0	$24.5	$24.5	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	353	$15,454	$18,296	$18,000	$21,000
BONUS	192	810	2,131	1,500	2,500
TOTAL COMPENSATION	353	16,225	19,455	19,200	22,978
AGE	351	33	41	40	47
YEARS OF EDUCATION	348	12	14	14	16
YEARS WITH PRESENT BANK	351	5	11	8	17
YEARS IN POSITION	339	2	5	4	6
REPORTING LEVEL	335	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	329	11	20	18	27
ASSET SIZE (MILLIONS)	353	$22.0	$24.4	$24.5	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$12,000	$15,026	$13,900	$16,500
BONUS	37	740	1,585	1,300	2,060
TOTAL COMPENSATION	72	12,500	15,841	14,607	17,125
AGE	70	33	42	42	49
YEARS OF EDUCATION	69	12	14	13	16
YEARS WITH PRESENT BANK	70	6	12	10	19
YEARS IN POSITION	68	2	4	3	4
REPORTING LEVEL	67	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	57	5	16	15	23
ASSET SIZE (MILLIONS)	72	$22.3	$24.6	$24.8	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$12,600	$18,085	$17,520	$19,795
BONUS	15	950	1,931	1,385	2,673
TOTAL COMPENSATION	23	13,550	19,344	18,808	22,200
AGE	23	37	46	45	58
YEARS OF EDUCATION	21	14	16	16	17
YEARS WITH PRESENT BANK	23	3	13	10	22
YEARS IN POSITION	23	2	6	3	9
REPORTING LEVEL	20	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	1	3	1	2
ASSET SIZE (MILLIONS)	23	$23.0	$25.1	$25.1	$27.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $30 TO $39 MILLION

Of the 3,203 banks submitting data for the national survey results, 375 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	373	$33,342	$38,466	$38,000	$43,475
BONUS	236	2,126	6,021	4,114	7,000
TOTAL COMPENSATION	373	35,368	42,275	41,400	48,000
AGE	366	45	52	52	59
YEARS OF EDUCATION	371	14	15	16	16
YEARS WITH PRESENT BANK	364	6	17	15	26
YEARS IN POSITION	360	4	9	7	12
REPORTING LEVEL	373	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	356	28	39	38	49
ASSET SIZE (MILLIONS)	373	$31.3	$34.1	$34.0	$36.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	317	$24,000	$28,123	$27,500	$31,000
BONUS	192	1,500	3,649	2,500	4,424
TOTAL COMPENSATION	317	25,004	30,333	29,500	34,235
AGE	308	40	48	48	55
YEARS OF EDUCATION	313	12	15	15	16
YEARS WITH PRESENT BANK	310	7	15	13	23
YEARS IN POSITION	303	3	7	6	10
REPORTING LEVEL	300	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	289	9	27	26	42
ASSET SIZE (MILLIONS)	317	$31.4	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$14,400	$17,404	$18,000	$20,688
BONUS	29	808	1,615	1,400	2,005
TOTAL COMPENSATION	56	15,000	18,241	18,517	20,688
AGE	54	35	43	41	51
YEARS OF EDUCATION	54	12	14	14	16
YEARS WITH PRESENT BANK	54	4	10	9	14
YEARS IN POSITION	51	2	4	3	5
REPORTING LEVEL	51	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	53	6	11	10	14
ASSET SIZE (MILLIONS)	56	$31.9	$34.6	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	161	$10,500	$13,731	$13,200	$16,166
BONUS	84	500	1,180	950	1,561
TOTAL COMPENSATION	161	11,100	14,347	13,810	16,623
AGE	156	33	40	39	48
YEARS OF EDUCATION	158	12	13	12	15
YEARS WITH PRESENT BANK	156	4	9	7	12
YEARS IN POSITION	154	2	4	3	5
REPORTING LEVEL	153	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	156	3	5	4	6
ASSET SIZE (MILLIONS)	161	$32.0	$34.4	$34.7	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$13,150	$17,374	$17,175	$20,150
BONUS	49	563	1,484	1,100	1,862
TOTAL COMPENSATION	86	13,500	18,219	17,516	21,970
AGE	83	32	43	41	51
YEARS OF EDUCATION	83	12	15	16	16
YEARS WITH PRESENT BANK	85	3	9	6	12
YEARS IN POSITION	83	2	4	2	5
REPORTING LEVEL	81	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	43	1	5	2	4
ASSET SIZE (MILLIONS)	86	$32.0	$34.7	$35.0	$37.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	141	$19,950	$23,325	$23,500	$26,450
BONUS	74	1,200	2,266	1,768	3,026
TOTAL COMPENSATION	141	20,910	24,515	24,170	27,789
AGE	139	35	42	39	47
YEARS OF EDUCATION	140	13	15	16	16
YEARS WITH PRESENT BANK	139	4	10	8	13
YEARS IN POSITION	137	2	5	3	6
REPORTING LEVEL	136	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	118	3	9	5	9
ASSET SIZE (MILLIONS)	141	$32.0	$34.8	$35.0	$38.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,075	$14,687	$14,835	$17,000
BONUS	26	264	926	606	1,425
TOTAL COMPENSATION	70	12,175	15,031	15,170	17,525
AGE	67	29	35	33	38
YEARS OF EDUCATION	68	12	14	15	16
YEARS WITH PRESENT BANK	67	3	7	5	9
YEARS IN POSITION	64	2	3	2	4
REPORTING LEVEL	66	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	1	6	2	4
ASSET SIZE (MILLIONS)	70	$32.0	$34.5	$35.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$13,800	$16,661	$16,000	$19,000
BONUS	42	663	1,610	1,227	1,932
TOTAL COMPENSATION	83	14,012	17,476	16,374	21,000
AGE	80	32	39	36	47
YEARS OF EDUCATION	82	12	14	14	16
YEARS WITH PRESENT BANK	82	6	11	8	15
YEARS IN POSITION	79	2	4	3	5
REPORTING LEVEL	80	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	66	2	7	4	10
ASSET SIZE (MILLIONS)	83	$32.0	$34.6	$34.7	$37.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	113	$10,000	$11,787	$11,340	$13,200
BONUS	53	400	846	700	1,269
TOTAL COMPENSATION	113	10,125	12,183	11,572	14,165
AGE	106	27	35	32	41
YEARS OF EDUCATION	112	12	13	13	15
YEARS WITH PRESENT BANK	110	2	5	4	6
YEARS IN POSITION	108	2	3	2	3
REPORTING LEVEL	102	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	32	1	3	2	3
ASSET SIZE (MILLIONS)	113	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	260	$15,300	$18,306	$18,000	$20,998
BONUS	139	862	1,720	1,435	2,300
TOTAL COMPENSATION	260	16,213	19,226	19,000	21,657
AGE	253	33	40	38	45
YEARS OF EDUCATION	258	12	14	14	16
YEARS WITH PRESENT BANK	256	4	9	8	12
YEARS IN POSITION	249	2	5	3	6
REPORTING LEVEL	248	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	218	2	5	4	5
ASSET SIZE (MILLIONS)	260	$31.4	$34.1	$34.0	$36.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	195	$11,400	$13,190	$12,600	$15,000
BONUS	101	500	1,183	900	1,500
TOTAL COMPENSATION	195	11,700	13,803	13,200	15,700
AGE	189	28	35	33	41
YEARS OF EDUCATION	191	12	14	14	16
YEARS WITH PRESENT BANK	190	3	7	6	10
YEARS IN POSITION	187	2	3	2	4
REPORTING LEVEL	183	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	95	1	4	2	4
ASSET SIZE (MILLIONS)	195	$32.0	$34.2	$34.0	$36.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	142	$11,879	$14,380	$14,000	$16,500
BONUS	83	500	1,220	950	1,500
TOTAL COMPENSATION	142	12,211	15,093	14,500	17,200
AGE	134	32	41	39	51
YEARS OF EDUCATION	137	12	14	14	16
YEARS WITH PRESENT BANK	136	4	12	8	17
YEARS IN POSITION	134	2	4	3	4
REPORTING LEVEL	130	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	61	1	9	3	12
ASSET SIZE (MILLIONS)	142	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	229	$16,000	$19,296	$19,200	$21,884
BONUS	140	844	2,166	1,720	2,675
TOTAL COMPENSATION	229	16,700	20,621	20,150	24,017
AGE	225	34	42	41	49
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	224	5	11	9	15
YEARS IN POSITION	219	2	5	4	8
REPORTING LEVEL	216	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	148	2	7	4	8
ASSET SIZE (MILLIONS)	229	$31.6	$34.2	$34.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$14,000	$17,878	$17,160	$21,000
BONUS	42	581	1,489	1,164	2,062
TOTAL COMPENSATION	91	14,500	18,565	18,000	22,000
AGE	91	35	42	41	48
YEARS OF EDUCATION	91	12	14	14	16
YEARS WITH PRESENT BANK	90	3	10	8	14
YEARS IN POSITION	88	2	4	3	5
REPORTING LEVEL	89	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	73	1	4	2	4
ASSET SIZE (MILLIONS)	91	$32.0	$34.5	$35.0	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$9,475	$11,050	$10,800	$12,075
BONUS	15	138	999	400	1,000
TOTAL COMPENSATION	42	9,573	11,407	11,175	12,375
AGE	40	25	27	27	29
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	41	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	38	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	7	6	11
ASSET SIZE (MILLIONS)	42	$32.0	$34.2	$33.5	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	313	$17,204	$20,411	$20,100	$23,400
BONUS	175	900	2,201	1,719	2,880
TOTAL COMPENSATION	313	18,000	21,641	20,991	24,500
AGE	307	35	43	42	50
YEARS OF EDUCATION	309	12	14	14	16
YEARS WITH PRESENT BANK	308	6	13	10	18
YEARS IN POSITION	302	2	6	4	8
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	299	14	24	21	33
ASSET SIZE (MILLIONS)	313	$31.1	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$12,063	$15,813	$15,100	$18,000
BONUS	43	496	1,573	1,100	1,734
TOTAL COMPENSATION	80	12,518	16,659	16,025	18,999
AGE	79	34	44	43	52
YEARS OF EDUCATION	80	12	14	14	16
YEARS WITH PRESENT BANK	79	7	12	11	15
YEARS IN POSITION	78	2	4	3	6
REPORTING LEVEL	76	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	4	18	12	29
ASSET SIZE (MILLIONS)	80	$32.0	$34.5	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$15,000	$20,190	$19,710	$24,363
BONUS	39	1,000	2,272	1,700	3,000
TOTAL COMPENSATION	58	16,528	21,718	21,100	25,751
AGE	55	34	45	45	54
YEARS OF EDUCATION	55	13	15	16	16
YEARS WITH PRESENT BANK	55	6	13	8	18
YEARS IN POSITION	54	3	6	5	8
REPORTING LEVEL	56	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	4	2	3
ASSET SIZE (MILLIONS)	58	$32.0	$34.6	$35.0	$37.5

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $40 TO $49 MILLION

Of the 3,203 banks submitting data for the national survey results, 358 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	357	$37,500	$43,556	$42,600	$48,000
BONUS	213	2,910	6,894	4,635	8,536
TOTAL COMPENSATION	357	40,000	47,669	45,680	52,050
AGE	347	46	52	52	58
YEARS OF EDUCATION	351	14	15	16	16
YEARS WITH PRESENT BANK	350	8	17	14	24
YEARS IN POSITION	347	4	9	8	12
REPORTING LEVEL	357	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	340	40	53	51	65
ASSET SIZE (MILLIONS)	357	$42.0	$45.1	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	304	$26,400	$30,913	$30,000	$34,230
BONUS	171	2,000	3,919	3,000	5,000
TOTAL COMPENSATION	304	27,796	33,117	32,094	37,000
AGE	299	41	48	47	54
YEARS OF EDUCATION	297	13	15	16	16
YEARS WITH PRESENT BANK	300	6	15	14	22
YEARS IN POSITION	295	2	6	5	8
REPORTING LEVEL	288	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	281	10	34	33	50
ASSET SIZE (MILLIONS)	304	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$16,000	$19,905	$19,000	$22,500
BONUS	47	1,023	2,144	1,650	2,471
TOTAL COMPENSATION	91	17,000	21,013	19,910	24,000
AGE	88	34	43	41	49
YEARS OF EDUCATION	89	12	14	14	16
YEARS WITH PRESENT BANK	90	4	10	8	14
YEARS IN POSITION	87	2	5	4	6
REPORTING LEVEL	90	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	87	9	14	11	16
ASSET SIZE (MILLIONS)	91	$42.0	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$11,500	$14,554	$14,000	$17,420
BONUS	92	596	1,311	1,180	1,718
TOTAL COMPENSATION	183	11,700	15,213	14,800	18,394
AGE	177	33	41	40	48
YEARS OF EDUCATION	180	12	13	12	14
YEARS WITH PRESENT BANK	179	5	11	9	15
YEARS IN POSITION	173	2	4	3	6
REPORTING LEVEL	177	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	172	3	5	5	6
ASSET SIZE (MILLIONS)	183	$42.0	$45.4	$45.8	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,290	$18,223	$18,000	$22,000
BONUS	56	500	1,239	1,000	1,770
TOTAL COMPENSATION	121	14,300	18,796	18,692	22,500
AGE	116	35	44	42	53
YEARS OF EDUCATION	118	12	14	14	16
YEARS WITH PRESENT BANK	120	3	9	7	12
YEARS IN POSITION	119	2	4	3	6
REPORTING LEVEL	113	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	67	1	6	2	5
ASSET SIZE (MILLIONS)	121	$42.7	$45.7	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$20,015	$24,357	$24,000	$27,648
BONUS	98	948	2,328	1,953	3,288
TOTAL COMPENSATION	198	21,313	25,510	25,000	29,181
AGE	191	34	41	39	47
YEARS OF EDUCATION	191	14	15	16	16
YEARS WITH PRESENT BANK	192	3	9	7	13
YEARS IN POSITION	185	2	5	4	6
REPORTING LEVEL	187	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	158	2	8	5	10
ASSET SIZE (MILLIONS)	198	$42.4	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	99	$13,500	$16,099	$15,500	$19,100
BONUS	50	375	1,024	740	1,275
TOTAL COMPENSATION	99	13,700	16,616	16,000	19,300
AGE	94	30	36	33	40
YEARS OF EDUCATION	96	12	15	16	16
YEARS WITH PRESENT BANK	96	3	7	5	8
YEARS IN POSITION	92	2	3	2	4
REPORTING LEVEL	94	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	2	4
ASSET SIZE (MILLIONS)	99	$41.0	$45.1	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	124	$15,063	$19,023	$18,900	$22,242
BONUS	63	750	1,503	1,350	1,875
TOTAL COMPENSATION	124	15,775	19,786	19,493	23,150
AGE	121	32	42	40	50
YEARS OF EDUCATION	123	12	15	15	16
YEARS WITH PRESENT BANK	123	5	12	10	17
YEARS IN POSITION	119	2	5	3	7
REPORTING LEVEL	118	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	11	4	10
ASSET SIZE (MILLIONS)	124	$42.4	$45.8	$46.6	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	156	$9,600	$11,907	$11,470	$13,795
BONUS	64	318	865	775	1,245
TOTAL COMPENSATION	156	10,000	12,262	11,525	14,296
AGE	151	27	35	31	39
YEARS OF EDUCATION	150	12	14	13	15
YEARS WITH PRESENT BANK	152	2	5	3	5
YEARS IN POSITION	150	2	3	2	3
REPORTING LEVEL	147	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	59	1	2	1	2
ASSET SIZE (MILLIONS)	156	$43.6	$45.9	$47.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	279	$16,080	$19,066	$18,700	$21,600
BONUS	146	815	1,694	1,357	2,333
TOTAL COMPENSATION	279	17,000	19,953	19,500	22,450
AGE	271	33	41	39	46
YEARS OF EDUCATION	268	12	14	14	16
YEARS WITH PRESENT BANK	274	5	10	8	12
YEARS IN POSITION	267	2	6	4	7
REPORTING LEVEL	266	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	233	3	6	5	6
ASSET SIZE (MILLIONS)	279	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	226	$12,038	$13,933	$13,680	$15,425
BONUS	109	500	1,011	1,000	1,400
TOTAL COMPENSATION	226	12,500	14,420	14,000	16,000
AGE	222	29	35	33	38
YEARS OF EDUCATION	222	12	14	14	16
YEARS WITH PRESENT BANK	224	3	7	6	10
YEARS IN POSITION	217	2	3	3	4
REPORTING LEVEL	216	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	124	1	3	2	4
ASSET SIZE (MILLIONS)	226	$42.0	$45.3	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	199	$12,400	$15,059	$14,400	$17,000
BONUS	105	500	1,295	1,000	1,600
TOTAL COMPENSATION	199	13,000	15,742	15,000	17,600
AGE	195	31	40	39	48
YEARS OF EDUCATION	194	12	14	14	16
YEARS WITH PRESENT BANK	198	4	10	8	13
YEARS IN POSITION	194	2	4	3	5
REPORTING LEVEL	173	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	1	7	1	3
ASSET SIZE (MILLIONS)	199	$42.0	$45.4	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	202	$16,400	$19,677	$18,650	$23,000
BONUS	107	964	1,839	1,580	2,400
TOTAL COMPENSATION	202	17,008	20,651	20,173	24,000
AGE	200	34	42	41	48
YEARS OF EDUCATION	199	12	14	14	16
YEARS WITH PRESENT BANK	201	4	11	8	15
YEARS IN POSITION	195	2	5	4	7
REPORTING LEVEL	195	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	133	2	6	4	8
ASSET SIZE (MILLIONS)	202	$42.0	$45.1	$45.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	151	$15,000	$19,396	$19,260	$22,645
BONUS	80	725	1,611	1,228	2,250
TOTAL COMPENSATION	151	16,400	20,250	19,600	23,250
AGE	148	34	43	42	51
YEARS OF EDUCATION	149	12	14	14	16
YEARS WITH PRESENT BANK	150	4	11	8	15
YEARS IN POSITION	145	2	5	4	7
REPORTING LEVEL	146	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	111	1	4	2	3
ASSET SIZE (MILLIONS)	151	$42.0	$45.6	$46.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$9,500	$11,045	$10,800	$12,000
BONUS	21	160	685	500	1,042
TOTAL COMPENSATION	55	9,600	11,307	11,000	12,563
AGE	52	25	28	27	29
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	53	2	3	2	4
YEARS IN POSITION	53	1	2	2	2
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	2	5	2	10
ASSET SIZE (MILLIONS)	55	$41.4	$44.7	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	309	$18,330	$22,448	$21,120	$24,948
BONUS	167	1,080	2,153	1,760	2,695
TOTAL COMPENSATION	309	19,325	23,612	22,400	26,450
AGE	305	36	43	43	50
YEARS OF EDUCATION	304	12	14	14	16
YEARS WITH PRESENT BANK	306	6	13	11	20
YEARS IN POSITION	297	2	6	4	8
REPORTING LEVEL	299	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	291	16	31	29	41
ASSET SIZE (MILLIONS)	309	$42.0	$45.0	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	140	$13,000	$16,069	$15,125	$18,150
BONUS	62	611	1,426	1,145	1,800
TOTAL COMPENSATION	140	13,500	16,701	16,000	18,612
AGE	138	33	42	40	50
YEARS OF EDUCATION	136	12	14	14	16
YEARS WITH PRESENT BANK	138	6	12	9	16
YEARS IN POSITION	137	2	4	3	5
REPORTING LEVEL	135	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	107	3	20	9	28
ASSET SIZE (MILLIONS)	140	$44.0	$46.0	$47.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	100	$16,425	$20,715	$20,735	$24,000
BONUS	55	1,000	1,931	1,667	2,683
TOTAL COMPENSATION	100	17,000	21,777	21,570	25,075
AGE	98	37	45	44	53
YEARS OF EDUCATION	99	13	15	16	16
YEARS WITH PRESENT BANK	98	3	12	8	16
YEARS IN POSITION	96	2	6	4	8
REPORTING LEVEL	96	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	84	1	3	2	3
ASSET SIZE (MILLIONS)	100	$42.0	$45.5	$46.0	$49.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $50 TO $99 MILLION

Of the 3,203 banks submitting data for the national survey results, 431 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Correspondent Bank Officer
Top International Banking Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	425	$42,450	$50,226	$49,000	$55,256
BONUS	220	3,639	8,477	5,375	10,000
TOTAL COMPENSATION	425	45,000	54,613	52,200	61,000
AGE	418	46	53	54	59
YEARS OF EDUCATION	410	14	15	16	16
YEARS WITH PRESENT BANK	419	8	18	16	26
YEARS IN POSITION	414	4	9	7	12
REPORTING LEVEL	424	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	407	65	85	83	102
ASSET SIZE (MILLIONS)	425	$62.0	$72.8	$72.2	$83.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	350	$30,000	$35,531	$34,000	$39,375
BONUS	168	2,246	4,796	3,425	5,682
TOTAL COMPENSATION	350	31,275	37,833	35,620	42,106
AGE	345	42	49	48	56
YEARS OF EDUCATION	339	13	15	16	16
YEARS WITH PRESENT BANK	346	7	17	15	26
YEARS IN POSITION	335	2	6	4	7
REPORTING LEVEL	332	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	321	15	55	59	84
ASSET SIZE (MILLIONS)	350	$60.7	$71.9	$70.9	$82.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	146	$20,225	$26,646	$26,500	$30,500
BONUS	58	1,435	2,711	2,150	3,456
TOTAL COMPENSATION	146	21,981	27,723	27,000	31,275
AGE	143	38	46	46	54
YEARS OF EDUCATION	144	12	14	15	16
YEARS WITH PRESENT BANK	145	7	15	14	23
YEARS IN POSITION	142	2	5	4	7
REPORTING LEVEL	143	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	138	7	43	38	69
ASSET SIZE (MILLIONS)	146	$62.9	$75.3	$77.2	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	38	$15,383	$18,741	$17,850	$20,750
BONUS	13	893	1,231	1,218	1,695
TOTAL COMPENSATION	38	15,460	19,162	18,103	22,001
AGE	38	34	43	42	50
YEARS OF EDUCATION	36	12	14	14	16
YEARS WITH PRESENT BANK	38	6	11	11	14
YEARS IN POSITION	37	3	6	5	7
REPORTING LEVEL	37	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	20	1	9	1	3
ASSET SIZE (MILLIONS)	38	$62.1	$75.1	$72.8	$89.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$20,750	$26,932	$24,720	$31,570
BONUS	17	1,435	2,144	1,800	2,967
TOTAL COMPENSATION	43	21,318	27,780	25,465	32,000
AGE	42	37	47	45	58
YEARS OF EDUCATION	37	13	15	16	16
YEARS WITH PRESENT BANK	42	8	18	14	24
YEARS IN POSITION	40	3	7	5	10
REPORTING LEVEL	40	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	30	1	26	3	34
ASSET SIZE (MILLIONS)	43	$67.8	$78.9	$80.0	$89.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,713	$21,468	$16,430	$29,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12,713	21,968	17,929	29,125
AGE	6	39	45	43	52
YEARS OF EDUCATION	5	13	15	16	16
YEARS WITH PRESENT BANK	6	6	12	12	17
YEARS IN POSITION	6	3	4	5	6
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$71.4	$78.5	$77.5	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	64	$18,250	$21,621	$21,000	$25,325
BONUS	21	675	1,629	1,000	2,082
TOTAL COMPENSATION	64	19,050	22,156	21,100	25,325
AGE	61	36	43	43	50
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	6	13	10	19
YEARS IN POSITION	60	2	3	3	4
REPORTING LEVEL	61	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	11	41	28	47
ASSET SIZE (MILLIONS)	64	$60.1	$72.9	$76.0	$82.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$18,125	$21,366	$21,373	$25,000
BONUS	32	1,000	2,442	1,494	2,062
TOTAL COMPENSATION	62	18,950	22,627	21,550	25,559
AGE	60	36	43	42	51
YEARS OF EDUCATION	60	12	14	14	16
YEARS WITH PRESENT BANK	60	6	12	8	16
YEARS IN POSITION	60	2	6	5	7
REPORTING LEVEL	59	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	10	25
ASSET SIZE (MILLIONS)	62	$60.0	$72.6	$74.6	$82.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	147	$14,900	$17,763	$17,520	$20,330
BONUS	69	710	1,817	1,296	2,171
TOTAL COMPENSATION	147	15,000	18,616	17,983	21,000
AGE	146	33	41	39	49
YEARS OF EDUCATION	142	12	14	13	16
YEARS WITH PRESENT BANK	146	5	11	9	16
YEARS IN POSITION	145	2	5	4	6
REPORTING LEVEL	140	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	140	7	12	11	15
ASSET SIZE (MILLIONS)	147	$63.7	$75.3	$77.8	$86.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	249	$12,450	$14,923	$14,560	$16,987
BONUS	97	567	1,130	949	1,390
TOTAL COMPENSATION	249	12,747	15,363	15,132	17,350
AGE	244	33	42	40	49
YEARS OF EDUCATION	240	12	13	12	15
YEARS WITH PRESENT BANK	246	6	11	9	16
YEARS IN POSITION	241	2	4	3	5
REPORTING LEVEL	238	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	235	4	6	5	7
ASSET SIZE (MILLIONS)	249	$61.7	$73.5	$74.2	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$16,704	$23,703	$23,500	$28,000
BONUS	17	625	1,647	1,500	2,150
TOTAL COMPENSATION	47	17,500	24,298	24,500	28,000
AGE	46	35	44	43	52
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	47	3	9	7	10
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	33	1	8	2	6
ASSET SIZE (MILLIONS)	47	$66.0	$75.4	$77.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,100	$18,052	$16,022	$18,930
BONUS	12	828	2,419	1,123	3,091
TOTAL COMPENSATION	36	14,100	18,859	16,022	21,130
AGE	35	35	44	43	52
YEARS OF EDUCATION	35	12	14	14	16
YEARS WITH PRESENT BANK	36	4	9	9	12
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	1	12	2	4
ASSET SIZE (MILLIONS)	36	$67.5	$76.4	$79.5	$83.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	71	$12,000	$15,918	$14,280	$20,189
BONUS	25	703	1,291	1,200	1,968
TOTAL COMPENSATION	71	12,100	16,372	14,400	20,410
AGE	71	29	39	35	45
YEARS OF EDUCATION	69	14	15	16	16
YEARS WITH PRESENT BANK	71	4	9	6	11
YEARS IN POSITION	69	2	4	3	4
REPORTING LEVEL	67	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	58	1	4	3	5
ASSET SIZE (MILLIONS)	71	$70.0	$78.6	$80.0	$87.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$22,800	$26,643	$26,415	$30,240
BONUS	72	1,349	2,594	2,173	3,293
TOTAL COMPENSATION	198	23,425	27,587	27,215	32,500
AGE	195	36	43	42	48
YEARS OF EDUCATION	189	14	15	16	16
YEARS WITH PRESENT BANK	197	5	12	10	16
YEARS IN POSITION	193	2	5	3	6
REPORTING LEVEL	194	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	185	4	9	6	10
ASSET SIZE (MILLIONS)	198	$65.8	$75.5	$75.3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	272	$18,000	$21,989	$21,450	$24,938
BONUS	99	854	2,073	1,500	2,450
TOTAL COMPENSATION	272	18,725	22,743	22,000	25,877
AGE	268	34	43	41	50
YEARS OF EDUCATION	263	13	15	16	16
YEARS WITH PRESENT BANK	270	4	11	8	15
YEARS IN POSITION	261	2	5	4	6
REPORTING LEVEL	267	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	1	6	3	5
ASSET SIZE (MILLIONS)	272	$64.0	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$14,020	$16,079	$15,900	$18,000
BONUS	41	524	1,185	1,000	1,510
TOTAL COMPENSATION	129	14,400	16,456	16,215	18,254
AGE	127	30	35	33	38
YEARS OF EDUCATION	124	13	15	16	16
YEARS WITH PRESENT BANK	127	3	8	6	9
YEARS IN POSITION	125	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	52	1	5	1	3
ASSET SIZE (MILLIONS)	129	$67.1	$77.1	$78.0	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$16,200	$20,723	$19,900	$24,313
BONUS	41	759	1,793	1,500	2,620
TOTAL COMPENSATION	88	16,220	21,558	21,400	25,122
AGE	87	31	37	35	42
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	4	9	7	11
YEARS IN POSITION	85	2	5	4	7
REPORTING LEVEL	86	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	84	4	11	8	15
ASSET SIZE (MILLIONS)	88	$65.5	$76.3	$77.1	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	239	$21,988	$26,924	$26,000	$30,216
BONUS	102	1,275	3,362	2,467	4,213
TOTAL COMPENSATION	239	23,000	28,359	26,820	31,921
AGE	234	36	44	42	51
YEARS OF EDUCATION	229	14	15	16	16
YEARS WITH PRESENT BANK	237	5	13	11	18
YEARS IN POSITION	232	2	5	4	7
REPORTING LEVEL	233	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	220	3	23	8	35
ASSET SIZE (MILLIONS)	239	$62.0	$73.9	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	168	$10,800	$13,007	$12,385	$15,000
BONUS	52	400	878	711	1,015
TOTAL COMPENSATION	168	10,985	13,279	12,575	15,000
AGE	165	29	37	33	43
YEARS OF EDUCATION	160	12	14	13	16
YEARS WITH PRESENT BANK	166	2	5	4	6
YEARS IN POSITION	158	2	3	2	4
REPORTING LEVEL	162	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	168	$63.6	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	318	$17,500	$20,970	$20,400	$24,100
BONUS	132	951	2,071	1,500	2,483
TOTAL COMPENSATION	318	18,370	21,829	21,000	24,575
AGE	316	36	43	42	50
YEARS OF EDUCATION	308	12	14	14	16
YEARS WITH PRESENT BANK	317	5	12	10	16
YEARS IN POSITION	310	2	6	4	8
REPORTING LEVEL	310	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	302	4	8	6	9
ASSET SIZE (MILLIONS)	318	$63.2	$73.5	$72.8	$84.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	330	$13,500	$16,130	$15,500	$17,681
BONUS	121	582	1,329	1,000	1,793
TOTAL COMPENSATION	330	13,991	16,618	15,838	18,279
AGE	326	31	39	37	46
YEARS OF EDUCATION	320	12	14	14	16
YEARS WITH PRESENT BANK	327	4	10	8	13
YEARS IN POSITION	320	2	5	3	6
REPORTING LEVEL	321	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	2	6	3	6
ASSET SIZE (MILLIONS)	330	$62.0	$73.9	$73.7	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	297	$13,500	$16,493	$16,100	$19,000
BONUS	114	596	1,428	1,188	1,643
TOTAL COMPENSATION	297	13,831	17,041	16,650	19,618
AGE	292	32	40	37	47
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	293	3	10	7	13
YEARS IN POSITION	288	2	5	3	6
REPORTING LEVEL	254	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	195	1	4	1	2
ASSET SIZE (MILLIONS)	297	$62.0	$72.8	$72.2	$82.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	78	$15,975	$21,346	$21,115	$26,825
BONUS	28	841	2,344	1,555	2,702
TOTAL COMPENSATION	78	16,500	22,187	21,250	27,000
AGE	75	33	41	40	48
YEARS OF EDUCATION	74	12	15	16	16
YEARS WITH PRESENT BANK	75	3	8	6	13
YEARS IN POSITION	75	2	3	3	4
REPORTING LEVEL	72	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	53	3	9	5	10
ASSET SIZE (MILLIONS)	78	$63.8	$75.9	$77.4	$86.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	164	$14,800	$18,886	$18,280	$22,440
BONUS	60	652	1,371	1,192	1,987
TOTAL COMPENSATION	164	15,352	19,388	18,661	23,250
AGE	162	32	40	36	47
YEARS OF EDUCATION	159	13	15	16	16
YEARS WITH PRESENT BANK	162	4	9	7	12
YEARS IN POSITION	159	2	4	3	6
REPORTING LEVEL	159	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	164	$63.2	$74.8	$76.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	167	$19,000	$22,284	$21,600	$25,850
BONUS	59	840	2,227	1,940	2,865
TOTAL COMPENSATION	167	19,350	23,071	22,400	26,500
AGE	163	36	45	45	53
YEARS OF EDUCATION	161	12	14	14	16
YEARS WITH PRESENT BANK	164	6	14	12	21
YEARS IN POSITION	163	3	6	4	8
REPORTING LEVEL	161	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	149	2	6	3	4
ASSET SIZE (MILLIONS)	167	$63.9	$74.4	$73.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	143	$16,000	$19,555	$19,000	$22,500
BONUS	59	500	1,577	1,069	2,000
TOTAL COMPENSATION	143	16,200	20,206	19,431	23,500
AGE	142	35	44	44	53
YEARS OF EDUCATION	138	12	14	14	16
YEARS WITH PRESENT BANK	142	5	14	11	21
YEARS IN POSITION	139	2	5	3	6
REPORTING LEVEL	139	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	96	1	4	2	4
ASSET SIZE (MILLIONS)	143	$62.0	$74.2	$72.9	$87.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$11,960	$14,791	$14,980	$17,000
BONUS	19	600	1,201	1,046	1,530
TOTAL COMPENSATION	55	12,000	15,206	15,000	17,730
AGE	54	30	38	37	49
YEARS OF EDUCATION	53	12	14	13	16
YEARS WITH PRESENT BANK	54	4	9	7	12
YEARS IN POSITION	53	2	3	2	4
REPORTING LEVEL	52	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	1	9	2	3
ASSET SIZE (MILLIONS)	55	$70.0	$77.9	$78.0	$88.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	145	$10,500	$12,700	$12,000	$14,550
BONUS	49	474	1,001	833	1,200
TOTAL COMPENSATION	145	10,745	13,039	12,456	14,763
AGE	142	35	45	46	54
YEARS OF EDUCATION	139	12	13	12	12
YEARS WITH PRESENT BANK	143	8	15	14	21
YEARS IN POSITION	141	2	4	3	5
REPORTING LEVEL	139	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	103	3	9	5	9
ASSET SIZE (MILLIONS)	145	$62.4	$73.6	$74.0	$82.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$10,200	$11,258	$11,500	$12,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	10,400	11,490	11,950	12,500
AGE	12	24	27	26	28
YEARS OF EDUCATION	12	17	17	18	18
YEARS WITH PRESENT BANK	12	2	2	2	3
YEARS IN POSITION	12	1	2	2	2
REPORTING LEVEL	12	5	4	5	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	12	$68.7	$81.4	$85.8	$89.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	90	$9,371	$10,627	$10,710	$12,000
BONUS	20	313	693	626	917
TOTAL COMPENSATION	90	9,500	10,781	10,800	12,000
AGE	88	24	26	26	28
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	90	2	2	2	3
YEARS IN POSITION	90	1	2	2	2
REPORTING LEVEL	86	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	3	11	12	15
ASSET SIZE (MILLIONS)	90	$64.0	$75.5	$78.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	316	$18,000	$22,629	$22,000	$25,733
BONUS	128	999	2,214	1,801	2,970
TOTAL COMPENSATION	316	18,610	23,526	22,900	27,190
AGE	310	36	42	41	49
YEARS OF EDUCATION	305	12	14	14	16
YEARS WITH PRESENT BANK	313	6	14	12	21
YEARS IN POSITION	306	2	5	4	6
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	298	18	40	35	55
ASSET SIZE (MILLIONS)	316	$62.1	$73.5	$72.9	$83.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$16,275	$19,538	$18,660	$22,388
BONUS	13	362	1,300	1,300	2,249
TOTAL COMPENSATION	6	16,275	19,906	19,073	23,563
AGE	45	38	46	43	55
YEARS OF EDUCATION	45	12	13	12	14
YEARS WITH PRESENT BANK	45	6	14	12	20
YEARS IN POSITION	43	2	4	2	5
REPORTING LEVEL	43	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	41	6	9	8	12
ASSET SIZE (MILLIONS)	46	$69.5	$78.0	$78.0	$85.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$12,000	$15,064	$14,500	$16,800
BONUS	22	1,000	1,633	1,756	1,974
TOTAL COMPENSATION	67	13,100	15,600	14,900	17,784
AGE	64	32	43	43	54
YEARS OF EDUCATION	63	12	13	12	16
YEARS WITH PRESENT BANK	65	5	14	13	21
YEARS IN POSITION	64	2	5	4	6
REPORTING LEVEL	65	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	2	7	4	8
ASSET SIZE (MILLIONS)	67	$65.0	$75.5	$77.3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$13,500	$17,316	$16,200	$19,980
BONUS	68	601	1,583	1,030	2,177
TOTAL COMPENSATION	207	13,600	17,836	16,980	20,040
AGE	204	36	45	45	54
YEARS OF EDUCATION	202	12	14	13	16
YEARS WITH PRESENT BANK	204	5	14	10	19
YEARS IN POSITION	202	2	4	3	5
REPORTING LEVEL	199	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	154	1	18	3	24
ASSET SIZE (MILLIONS)	207	$65.0	$76.4	$77.4	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$19,670	$26,479	$22,500	$35,047
BONUS	8	1,167	1,919	1,629	2,100
TOTAL COMPENSATION	20	21,354	27,247	24,300	36,175
AGE	20	35	43	41	53
YEARS OF EDUCATION	20	14	15	16	16
YEARS WITH PRESENT BANK	20	7	12	11	16
YEARS IN POSITION	20	3	5	5	7
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	2	41	9	96
ASSET SIZE (MILLIONS)	20	$68.1	$79.5	$80.0	$88.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$13,100	$17,160	$16,500	$21,000
BONUS	38	595	1,584	1,045	1,938
TOTAL COMPENSATION	93	13,790	17,808	16,555	21,250
AGE	90	34	44	45	55
YEARS OF EDUCATION	87	12	14	13	16
YEARS WITH PRESENT BANK	92	5	15	11	23
YEARS IN POSITION	89	2	4	3	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	53	3	20	5	20
ASSET SIZE (MILLIONS)	93	$65.0	$75.6	$76.6	$84.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$10,625	$14,258	$13,912	$15,960
BONUS	9	175	1,028	582	1,941
TOTAL COMPENSATION	24	11,050	14,643	13,928	15,960
AGE	23	38	46	51	53
YEARS OF EDUCATION	23	12	13	12	14
YEARS WITH PRESENT BANK	23	6	14	12	23
YEARS IN POSITION	21	2	3	2	3
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	5	21	8	14
ASSET SIZE (MILLIONS)	24	$68.3	$79.2	$80.6	$92.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	216	$21,300	$26,653	$25,850	$31,000
BONUS	84	1,000	2,538	1,695	2,950
TOTAL COMPENSATION	216	21,800	27,640	26,850	31,826
AGE	213	37	45	44	52
YEARS OF EDUCATION	207	16	16	16	18
YEARS WITH PRESENT BANK	215	4	10	8	14
YEARS IN POSITION	210	3	6	5	9
REPORTING LEVEL	210	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	206	2	5	3	5
ASSET SIZE (MILLIONS)	216	$64.0	$75.0	$75.0	$85.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	111	$12,000	$15,308	$14,750	$18,280
BONUS	39	699	1,152	1,000	1,575
TOTAL COMPENSATION	111	12,200	15,713	14,900	18,512
AGE	110	34	41	40	48
YEARS OF EDUCATION	107	12	14	13	16
YEARS WITH PRESENT BANK	111	6	12	9	15
YEARS IN POSITION	110	2	4	4	6
REPORTING LEVEL	106	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	93	2	3	3	4
ASSET SIZE (MILLIONS)	111	$65.0	$76.2	$77.0	$86.9

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $100 TO $249 MILLION

Of the 3,203 banks submitting data for the national survey results, 355 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	354	$54,000	$64,786	$62,750	$74,991
BONUS	182	4,156	10,624	7,500	14,087
TOTAL COMPENSATION	354	57,000	70,248	68,824	79,200
AGE	351	47	53	53	60
YEARS OF EDUCATION	343	16	16	16	17
YEARS WITH PRESENT BANK	352	8	18	16	25
YEARS IN POSITION	346	4	8	6	11
REPORTING LEVEL	354	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	334	120	177	164	217
ASSET SIZE (MILLIONS)	354	$112.3	$149.8	$137.0	$180.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	299	$37,800	$45,191	$44,000	$52,000
BONUS	146	2,500	6,359	4,500	8,848
TOTAL COMPENSATION	299	39,000	48,296	46,000	55,999
AGE	297	42	49	48	55
YEARS OF EDUCATION	289	14	16	16	16
YEARS WITH PRESENT BANK	298	6	16	12	23
YEARS IN POSITION	292	3	5	4	7
REPORTING LEVEL	291	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	277	31	123	109	177
ASSET SIZE (MILLIONS)	299	$115.1	$151.2	$140.0	$181.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$26,000	$32,701	$30,430	$37,275
BONUS	53	1,487	3,165	2,616	3,486
TOTAL COMPENSATION	128	26,643	34,012	32,300	38,804
AGE	127	38	45	44	50
YEARS OF EDUCATION	125	14	15	16	16
YEARS WITH PRESENT BANK	128	6	14	11	21
YEARS IN POSITION	123	2	5	4	7
REPORTING LEVEL	126	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	119	10	61	40	87
ASSET SIZE (MILLIONS)	128	$115.3	$150.5	$138.1	$180.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	60	$13,200	$18,502	$17,700	$21,500
BONUS	23	739	1,212	1,100	2,143
TOTAL COMPENSATION	60	13,700	18,966	19,013	22,224
AGE	57	35	43	40	51
YEARS OF EDUCATION	58	14	15	16	16
YEARS WITH PRESENT BANK	59	3	10	8	15
YEARS IN POSITION	59	2	4	4	6
REPORTING LEVEL	58	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	2	2	3
ASSET SIZE (MILLIONS)	60	$127.1	$156.2	$145.1	$191.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	109	$23,930	$29,445	$27,792	$34,300
BONUS	36	1,264	2,548	1,855	3,263
TOTAL COMPENSATION	109	24,050	30,286	28,310	35,900
AGE	109	35	45	43	53
YEARS OF EDUCATION	108	14	15	16	17
YEARS WITH PRESENT BANK	109	6	13	10	18
YEARS IN POSITION	109	3	5	5	7
REPORTING LEVEL	99	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	82	1	9	3	4
ASSET SIZE (MILLIONS)	109	$114.5	$159.7	$150.0	$203.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$13,250	$31,027	$31,850	$48,825
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	13,598	33,055	36,400	50,255
AGE	12	36	50	52	63
YEARS OF EDUCATION	12	12	15	16	16
YEARS WITH PRESENT BANK	12	7	19	15	28
YEARS IN POSITION	12	3	5	5	6
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	2	11	4	7
ASSET SIZE (MILLIONS)	12	$111.2	$143.9	$128.6	$174.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$20,546	$25,872	$25,000	$29,000
BONUS	43	1,162	2,321	1,900	3,260
TOTAL COMPENSATION	129	20,792	26,646	25,500	30,781
AGE	128	38	44	43	50
YEARS OF EDUCATION	129	12	14	14	16
YEARS WITH PRESENT BANK	129	8	15	14	21
YEARS IN POSITION	127	2	4	3	6
REPORTING LEVEL	127	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	128	26	79	61	106
ASSET SIZE (MILLIONS)	129	$125.2	$158.9	$152.8	$191.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$18,500	$23,624	$23,000	$28,890
BONUS	25	565	2,343	1,500	2,340
TOTAL COMPENSATION	73	18,700	24,426	23,201	29,632
AGE	71	37	45	46	51
YEARS OF EDUCATION	71	12	14	15	16
YEARS WITH PRESENT BANK	71	6	14	11	20
YEARS IN POSITION	71	2	5	3	6
REPORTING LEVEL	71	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	71	12	27	20	39
ASSET SIZE (MILLIONS)	73	$116.2	$152.6	$142.0	$177.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	196	$17,000	$20,264	$19,500	$23,000
BONUS	65	773	1,910	1,341	2,284
TOTAL COMPENSATION	196	17,095	20,898	19,963	23,490
AGE	195	36	43	41	50
YEARS OF EDUCATION	193	12	14	14	16
YEARS WITH PRESENT BANK	194	7	14	11	21
YEARS IN POSITION	190	2	5	4	8
REPORTING LEVEL	192	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	194	10	14	12	17
ASSET SIZE (MILLIONS)	196	$117.3	$154.5	$143.5	$184.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	233	$14,000	$16,591	$16,000	$18,118
BONUS	75	610	1,280	1,077	1,700
TOTAL COMPENSATION	233	14,050	17,003	16,500	18,792
AGE	226	33	41	40	48
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	228	7	12	10	16
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	225	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	228	5	7	6	8
ASSET SIZE (MILLIONS)	233	$117.2	$152.7	$143.0	$182.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$18,500	$24,313	$24,000	$29,600
BONUS	27	500	1,457	1,624	2,000
TOTAL COMPENSATION	87	18,500	24,766	24,600	29,600
AGE	82	39	48	48	56
YEARS OF EDUCATION	87	14	15	16	16
YEARS WITH PRESENT BANK	87	3	10	7	13
YEARS IN POSITION	86	2	4	3	5
REPORTING LEVEL	86	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	63	1	4	2	3
ASSET SIZE (MILLIONS)	87	$125.0	$163.6	$157.0	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$14,700	$18,6[illegible]	$18,600	$22,750
BONUS	27	456	1,832	1,075	1,800
TOTAL COMPENSATION	87	14,900	19,[illegible]55	19,025	23,624
AGE	86	36	49	49	60
YEARS OF EDUCATION	84	13	15	15	16
YEARS WITH PRESENT BANK	86	3	10	7	13
YEARS IN POSITION	82	2	4	3	6
REPORTING LEVEL	84	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	1	4	1	3
ASSET SIZE (MILLIONS)	87	$125.0	$161.9	$152.3	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	136	$13,825	$17,175	$16,125	$19,000
BONUS	45	777	1,565	1,150	1,844
TOTAL COMPENSATION	136	14,000	17,693	16,500	19,975
AGE	134	31	38	35	45
YEARS OF EDUCATION	133	14	15	16	16
YEARS WITH PRESENT BANK	136	3	8	7	10
YEARS IN POSITION	134	2	4	3	5
REPORTING LEVEL	134	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	127	2	5	4	6
ASSET SIZE (MILLIONS)	136	$124.3	$160.1	$152.6	$195.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	245	$25,500	$30,278	$30,000	$35,000
BONUS	102	1,738	3,036	2,500	3,647
TOTAL COMPENSATION	245	26,200	31,542	31,500	37,339
AGE	244	37	44	42	50
YEARS OF EDUCATION	240	14	15	16	16
YEARS WITH PRESENT BANK	243	5	13	10	18
YEARS IN POSITION	242	2	5	4	6
REPORTING LEVEL	239	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	239	5	11	8	14
ASSET SIZE (MILLIONS)	245	$115.0	$152.5	$144.5	$182.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	285	$20,000	$23,573	$23,200	$26,950
BONUS	97	983	1,983	1,600	2,500
TOTAL COMPENSATION	285	20,000	24,248	24,000	27,731
AGE	281	34	42	39	49
YEARS OF EDUCATION	277	14	15	16	16
YEARS WITH PRESENT BANK	283	4	11	9	16
YEARS IN POSITION	277	2	5	4	6
REPORTING LEVEL	274	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	171	1	5	2	6
ASSET SIZE (MILLIONS)	285	$114.5	$152.4	$143.0	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	181	$14,300	$16,978	$16,400	$19,000
BONUS	57	510	1,171	1,200	1,670
TOTAL COMPENSATION	181	14,511	17,346	16,850	19,300
AGE	180	29	34	32	36
YEARS OF EDUCATION	177	14	15	16	16
YEARS WITH PRESENT BANK	180	3	7	6	9
YEARS IN POSITION	177	2	3	2	3
REPORTING LEVEL	173	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	72	1	2	1	4
ASSET SIZE (MILLIONS)	181	$115.8	$153.7	$146.5	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$20,720	$27,023	$25,700	$31,675
BONUS	16	1,500	2,831	2,354	4,200
TOTAL COMPENSATION	54	20,720	27,862	25,975	33,571
AGE	54	35	45	44	54
YEARS OF EDUCATION	53	14	15	16	16
YEARS WITH PRESENT BANK	54	4	14	9	20
YEARS IN POSITION	54	3	6	4	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	6	3	4
ASSET SIZE (MILLIONS)	54	$130.7	$173.7	$184.0	$213.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	163	$20,000	$24,545	$24,000	$28,080
BONUS	62	990	1,973	1,725	2,525
TOTAL COMPENSATION	163	20,328	25,296	24,989	30,000
AGE	163	35	40	39	44
YEARS OF EDUCATION	161	14	15	14	16
YEARS WITH PRESENT BANK	163	5	11	9	14
YEARS IN POSITION	159	2	5	4	7
REPORTING LEVEL	162	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	8	20	15	26
ASSET SIZE (MILLIONS)	163	$124.0	$154.9	$147.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	262	$24,875	$30,468	$30,000	$35,123
BONUS	104	1,274	3,902	2,500	4,100
TOTAL COMPENSATION	262	25,300	32,017	30,299	37,000
AGE	260	36	43	42	50
YEARS OF EDUCATION	255	14	16	16	17
YEARS WITH PRESENT BANK	260	6	13	10	17
YEARS IN POSITION	255	3	5	4	7
REPORTING LEVEL	257	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	249	4	32	8	30
ASSET SIZE (MILLIONS)	262	$116.2	$152.9	$145.1	$182.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	212	$11,700	$14,001	$13,727	$16,395
BONUS	58	464	1,087	940	1,312
TOTAL COMPENSATION	212	11,705	14,299	14,000	16,395
AGE	210	31	38	35	45
YEARS OF EDUCATION	205	12	13	13	14
YEARS WITH PRESENT BANK	209	3	6	5	8
YEARS IN POSITION	207	2	3	2	4
REPORTING LEVEL	206	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	171	2	4	3	5
ASSET SIZE (MILLIONS)	212	$112.8	$151.1	$142.5	$181.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	293	$20,325	$24,428	$24,300	$27,124
BONUS	112	1,195	2,525	2,000	2,890
TOTAL COMPENSATION	293	21,000	25,393	25,000	29,375
AGE	291	38	45	44	52
YEARS OF EDUCATION	286	12	14	14	16
YEARS WITH PRESENT BANK	291	7	13	11	16
YEARS IN POSITION	285	3	6	5	8
REPORTING LEVEL	286	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	284	6	14	11	17
ASSET SIZE (MILLIONS)	293	$115.0	$151.3	$140.0	$181.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	290	$14,500	$16,828	$16,728	$19,000
BONUS	94	611	1,213	1,120	1,710
TOTAL COMPENSATION	290	14,515	17,221	17,000	19,315
AGE	287	32	39	37	45
YEARS OF EDUCATION	284	12	14	14	16
YEARS WITH PRESENT BANK	287	5	10	8	13
YEARS IN POSITION	281	2	5	4	7
REPORTING LEVEL	279	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	182	2	6	5	8
ASSET SIZE (MILLIONS)	290	$114.0	$151.5	$140.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	276	$17,000	$19,533	$19,010	$22,000
BONUS	97	683	1,391	1,250	1,950
TOTAL COMPENSATION	276	17,375	20,022	19,670	22,500
AGE	272	32	40	38	47
YEARS OF EDUCATION	269	13	15	16	16
YEARS WITH PRESENT BANK	274	3	10	7	13
YEARS IN POSITION	265	2	5	3	6
REPORTING LEVEL	248	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	255	2	4	2	3
ASSET SIZE (MILLIONS)	276	$115.0	$151.5	$141.5	$180.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,000	$26,939	$20,000	$34,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	17,000	27,319	21,400	34,000
AGE	11	38	44	46	54
YEARS OF EDUCATION	11	14	16	16	17
YEARS WITH PRESENT BANK	11	4	9	7	15
YEARS IN POSITION	11	3	4	4	5
REPORTING LEVEL	10	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	1	7	4	10
ASSET SIZE (MILLIONS)	11	$142.0	$165.6	$176.0	$193.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	112	$17,000	$21,997	$21,050	$27,000
BONUS	35	464	1,529	1,000	2,220
TOTAL COMPENSATION	112	17,163	22,474	21,475	27,400
AGE	110	32	43	42	55
YEARS OF EDUCATION	110	13	15	16	16
YEARS WITH PRESENT BANK	110	3	12	8	19
YEARS IN POSITION	110	2	4	3	5
REPORTING LEVEL	105	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	86	3	7	4	9
ASSET SIZE (MILLIONS)	112	$119.3	$156.9	$147.0	$187.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$18,412	$23,972	$23,400	$28,500
BONUS	66	1,000	2,202	1,695	2,644
TOTAL COMPENSATION	207	18,550	24,674	23,500	29,000
AGE	205	34	43	40	51
YEARS OF EDUCATION	203	14	15	16	16
YEARS WITH PRESENT BANK	206	4	9	7	12
YEARS IN POSITION	201	2	5	4	6
REPORTING LEVEL	202	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	181	1	5	2	4
ASSET SIZE (MILLIONS)	207	$121.0	$158.0	$152.3	$196.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	211	$21,600	$25,908	$25,000	$29,000
BONUS	77	1,106	2,585	2,100	3,009
TOTAL COMPENSATION	211	22,550	26,852	25,818	30,200
AGE	210	38	47	47	55
YEARS OF EDUCATION	207	12	15	16	16
YEARS WITH PRESENT BANK	210	5	15	11	22
YEARS IN POSITION	205	3	6	4	8
REPORTING LEVEL	207	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	3	6	4	6
ASSET SIZE (MILLIONS)	211	$116.4	$155.7	$147.0	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$15,675	$19,407	$18,660	$22,250
BONUS	55	600	1,817	1,237	2,100
TOTAL COMPENSATION	178	16,500	19,969	18,918	23,000
AGE	173	33	43	41	51
YEARS OF EDUCATION	173	12	14	14	16
YEARS WITH PRESENT BANK	177	6	12	10	15
YEARS IN POSITION	171	2	5	4	6
REPORTING LEVEL	171	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	118	1	4	2	4
ASSET SIZE (MILLIONS)	178	$113.9	$153.3	$140.0	$190.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$11,560	$14,020	$13,500	$15,900
BONUS	23	497	961	840	1,500
TOTAL COMPENSATION	93	11,600	14,258	13,800	15,900
AGE	92	29	36	32	40
YEARS OF EDUCATION	90	12	14	14	16
YEARS WITH PRESENT BANK	93	4	9	7	12
YEARS IN POSITION	93	2	3	2	3
REPORTING LEVEL	91	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	37	2	3	2	3
ASSET SIZE (MILLIONS)	93	$124.0	$159.5	$155.0	$197.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$11,490	$13,694	$13,000	$15,370
BONUS	51	366	1,101	908	1,250
TOTAL COMPENSATION	178	11,499	14,009	13,350	16,008
AGE	176	35	45	46	54
YEARS OF EDUCATION	173	12	13	12	14
YEARS WITH PRESENT BANK	176	8	15	13	21
YEARS IN POSITION	175	2	4	3	5
REPORTING LEVEL	172	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	137	3	8	6	10
ASSET SIZE (MILLIONS)	178	$114.7	$151.5	$143.8	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$10,185	$11,392	$11,250	$12,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	18	10,185	11,433	11,250	12,289
AGE	16	26	27	27	29
YEARS OF EDUCATION	17	17	17	17	18
YEARS WITH PRESENT BANK	16	2	2	2	2
YEARS IN POSITION	17	1	2	2	2
REPORTING LEVEL	16	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	18	$120.8	$157.6	$150.9	$192.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	120	$9,500	$10,534	$10,450	$11,475
BONUS	15	125	517	467	632
TOTAL COMPENSATION	120	9,500	10,598	10,500	11,500
AGE	115	24	26	25	28
YEARS OF EDUCATION	117	16	16	16	16
YEARS WITH PRESENT BANK	118	2	3	2	3
YEARS IN POSITION	117	1	2	2	2
REPORTING LEVEL	112	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	1	6	2	9
ASSET SIZE (MILLIONS)	120	$128.6	$164.3	$156.7	$201.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	295	$21,600	$26,719	$26,400	$30,500
BONUS	116	1,162	2,890	2,101	3,484
TOTAL COMPENSATION	295	22,300	27,856	27,000	32,100
AGE	294	37	43	42	50
YEARS OF EDUCATION	291	12	14	14	16
YEARS WITH PRESENT BANK	294	7	15	13	22
YEARS IN POSITION	290	2	5	4	7
REPORTING LEVEL	288	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	286	27	63	52	86
ASSET SIZE (MILLIONS)	295	$112.0	$150.3	$138.8	$182.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,925	$22,337	$20,500	$24,500
BONUS	12	694	1,502	1,520	2,269
TOTAL COMPENSATION	40	18,814	22,788	20,517	24,530
AGE	40	35	44	41	52
YEARS OF EDUCATION	39	12	14	14	16
YEARS WITH PRESENT BANK	40	6	14	12	20
YEARS IN POSITION	39	2	4	3	5
REPORTING LEVEL	39	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	9	25	17	27
ASSET SIZE (MILLIONS)	40	$110.0	$149.8	$145.5	$174.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$13,500	$17,170	$16,200	$20,400
BONUS	26	669	1,254	1,250	1,928
TOTAL COMPENSATION	75	13,680	17,605	16,500	20,750
AGE	72	34	43	44	52
YEARS OF EDUCATION	71	12	14	14	16
YEARS WITH PRESENT BANK	72	7	14	11	17
YEARS IN POSITION	70	2	4	3	6
REPORTING LEVEL	72	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	4	13	9	17
ASSET SIZE (MILLIONS)	75	$112.0	$147.9	$135.0	$178.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	291	$15,500	$19,489	$19,000	$22,300
BONUS	83	500	1,226	1,080	1,835
TOTAL COMPENSATION	291	15,900	19,839	19,500	23,275
AGE	290	35	44	43	53
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	290	4	12	9	16
YEARS IN POSITION	286	2	5	4	6
REPORTING LEVEL	282	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	255	2	13	3	5
ASSET SIZE (MILLIONS)	291	$115.6	$154.5	$144.5	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$24,471	$22,000	$29,000
BONUS	18	698	2,283	1,550	2,200
TOTAL COMPENSATION	43	16,661	25,426	22,000	30,000
AGE	43	32	43	40	55
YEARS OF EDUCATION	43	16	16	16	17
YEARS WITH PRESENT BANK	43	3	9	7	12
YEARS IN POSITION	42	2	4	3	6
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	31	1	10	2	4
ASSET SIZE (MILLIONS)	43	$124.0	$163.1	$165.0	$190.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,640	$18,282	$17,800	$21,600
BONUS	44	695	1,549	1,486	2,000
TOTAL COMPENSATION	121	15,000	18,845	18,500	22,575
AGE	119	37	46	46	55
YEARS OF EDUCATION	119	12	14	14	16
YEARS WITH PRESENT BANK	119	6	13	10	18
YEARS IN POSITION	119	2	5	4	7
REPORTING LEVEL	118	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	91	2	12	5	11
ASSET SIZE (MILLIONS)	121	$119.3	$158.2	$150.0	$194.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	50	$10,980	$14,597	$13,300	$16,550
BONUS	13	300	646	587	825
TOTAL COMPENSATION	50	11,438	14,765	13,400	16,738
AGE	50	32	39	37	45
YEARS OF EDUCATION	49	12	15	16	16
YEARS WITH PRESENT BANK	50	3	8	7	11
YEARS IN POSITION	49	2	3	2	3
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	29	1	13	3	5
ASSET SIZE (MILLIONS)	50	$115.0	$150.4	$135.2	$178.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	263	$27,500	$32,515	$32,000	$36,500
BONUS	105	1,319	2,835	2,500	3,700
TOTAL COMPENSATION	263	28,000	33,647	32,911	38,000
AGE	262	40	47	46	53
YEARS OF EDUCATION	257	16	17	16	19
YEARS WITH PRESENT BANK	261	5	11	9	15
YEARS IN POSITION	253	3	6	5	9
REPORTING LEVEL	255	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	257	5	10	7	13
ASSET SIZE (MILLIONS)	263	$118.0	$154.6	$145.7	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	206	$13.624	$17.684	$17.140	$20.925
BONUS	66	565	1.275	1.079	1.790
TOTAL COMPENSATION	206	13.965	18.092	17.160	21.220
AGE	205	33	41	40	49
YEARS OF EDUCATION	202	12	14	14	16
YEARS WITH PRESENT BANK	205	5	11	9	15
YEARS IN POSITION	199	2	5	4	7
REPORTING LEVEL	197	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	3	5	5	7
ASSET SIZE (MILLIONS)	206	$119.5	$156.0	$147.9	$188.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $250 TO $499 MILLION

Of the 3,203 banks submitting data for the national survey results, 106 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	103	$69,000	$80,952	$80,000	$91,500
BONUS	38	6,875	14,870	13,750	20,000
TOTAL COMPENSATION	103	70,003	86,438	84,300	100,000
AGE	100	49	55	56	60
YEARS OF EDUCATION	96	16	16	16	17
YEARS WITH PRESENT BANK	101	7	18	16	29
YEARS IN POSITION	102	3	8	5	10
REPORTING LEVEL	103	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	97	269	380	388	499
ASSET SIZE (MILLIONS)	103	$288.6	$356.5	$352.6	$420.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$48,500	$56,921	$55,000	$65,000
BONUS	30	6,225	11,447	9,950	13,531
TOTAL COMPENSATION	87	49,701	60,869	59,000	70,000
AGE	85	43	49	49	55
YEARS OF EDUCATION	82	16	16	16	16
YEARS WITH PRESENT BANK	86	6	16	14	25
YEARS IN POSITION	85	2	5	3	7
REPORTING LEVEL	85	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	80	54	254	262	386
ASSET SIZE (MILLIONS)	87	$288.6	$356.4	$351.0	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,350	$40,402	$40,000	$47,201
BONUS	18	1,975	6,488	5,400	9,500
TOTAL COMPENSATION	48	34,600	42,835	42,000	47,517
AGE	48	39	47	45	54
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	7	16	15	25
YEARS IN POSITION	48	2	5	4	6
REPORTING LEVEL	45	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	20	91	63	127
ASSET SIZE (MILLIONS)	48	$276.7	$349.9	$340.2	$417.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$16,316	$20,767	$20,000	$24,100
BONUS	10	450	3,273	1,550	5,112
TOTAL COMPENSATION	35	16,316	21,702	20,000	24,500
AGE	34	31	41	37	48
YEARS OF EDUCATION	34	16	16	16	16
YEARS WITH PRESENT BANK	34	6	11	9	14
YEARS IN POSITION	35	3	6	4	8
REPORTING LEVEL	34	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	24	1	2	2	3
ASSET SIZE (MILLIONS)	35	$326.5	$383.6	$390.0	$442.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	68	$26,052	$31,969	$31,450	$38,674
BONUS	27	2,000	4,554	4,000	6,000
TOTAL COMPENSATION	68	26,052	33,777	33,326	40,000
AGE	67	35	43	42	50
YEARS OF EDUCATION	65	16	16	16	17
YEARS WITH PRESENT BANK	68	7	13	11	16
YEARS IN POSITION	68	3	5	5	7
REPORTING LEVEL	66	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	61	2	6	4	9
ASSET SIZE (MILLIONS)	68	$292.9	$354.5	$345.4	$419.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$18,476	$25,160	$25,250	$30,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	19,625	27,060	26,500	32,400
AGE	9	33	41	37	50
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	3	8	7	12
YEARS IN POSITION	10	3	6	5	7
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	6	5	8
ASSET SIZE (MILLIONS)	10	$332.2	$393.0	$379.3	$464.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	66	$26,375	$31,972	$30,800	$37,000
BONUS	22	1,744	3,707	3,447	5,150
TOTAL COMPENSATION	66	27,375	33,207	31,348	38,125
AGE	64	38	45	45	51
YEARS OF EDUCATION	61	13	15	16	16
YEARS WITH PRESENT BANK	65	6	16	15	23
YEARS IN POSITION	65	2	4	3	6
REPORTING LEVEL	63	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	93	169	156	250
ASSET SIZE (MILLIONS)	66	$295.5	$365.7	$368.5	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$21,533	$26,099	$24,650	$30,000
BONUS	12	1,000	2,369	1,516	4,150
TOTAL COMPENSATION	42	21,533	26,776	25,400	31,065
AGE	40	41	47	48	53
YEARS OF EDUCATION	39	12	14	16	16
YEARS WITH PRESENT BANK	41	8	17	16	25
YEARS IN POSITION	41	3	7	5	10
REPORTING LEVEL	40	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	18	34	30	41
ASSET SIZE (MILLIONS)	42	$291.0	$361.3	$363.5	$425.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$18,200	$21,255	$20,350	$22,973
BONUS	20	838	2,322	1,350	3,600
TOTAL COMPENSATION	80	18,725	21,836	20,500	24,000
AGE	78	35	42	40	47
YEARS OF EDUCATION	76	12	14	14	16
YEARS WITH PRESENT BANK	79	8	15	12	21
YEARS IN POSITION	79	2	5	4	7
REPORTING LEVEL	77	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	79	11	16	15	18
ASSET SIZE (MILLIONS)	80	$287.1	$356.6	$352.2	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	76	$14,312	$16,778	$16,025	$18,000
BONUS	19	600	1,587	1,500	2,300
TOTAL COMPENSATION	76	14,525	17,175	16,350	18,357
AGE	74	33	39	37	44
YEARS OF EDUCATION	72	12	14	14	16
YEARS WITH PRESENT BANK	75	6	13	10	17
YEARS IN POSITION	75	3	4	3	5
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	75	5	7	7	8
ASSET SIZE (MILLIONS)	76	$292.1	$362.2	$366.0	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,900	$29,351	$27,900	$32,150
BONUS	16	813	4,797	2,400	6,000
TOTAL COMPENSATION	37	25,164	31,425	29,000	34,000
AGE	35	38	47	46	55
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	36	5	12	11	17
YEARS IN POSITION	37	2	5	4	9
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	29	1	3	2	5
ASSET SIZE (MILLIONS)	37	$284.4	$353.9	$360.0	$407.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$17,575	$21,331	$20,450	$25,000
BONUS	11	413	1,888	652	1,697
TOTAL COMPENSATION	42	17,575	21,825	20,699	25,000
AGE	41	36	47	47	57
YEARS OF EDUCATION	40	13	15	16	16
YEARS WITH PRESENT BANK	41	6	13	9	19
YEARS IN POSITION	41	3	5	4	7
REPORTING LEVEL	41	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	16	1	1	1	1
ASSET SIZE (MILLIONS)	42	$300.0	$373.6	$383.1	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$16,800	$20,705	$20,000	$25,000
BONUS	13	483	1,569	1,115	2,150
TOTAL COMPENSATION	61	17,400	21,039	20,000	25,100
AGE	60	31	42	38	51
YEARS OF EDUCATION	59	16	15	16	16
YEARS WITH PRESENT BANK	61	3	9	7	14
YEARS IN POSITION	61	2	4	3	6
REPORTING LEVEL	61	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	57	5	7	7	9
ASSET SIZE (MILLIONS)	61	$283.4	$347.8	$333.2	$404.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$30,000	$35,801	$36,000	$40,000
BONUS	33	1,888	4,643	3,800	5,651
TOTAL COMPENSATION	83	31,000	37,647	37,620	43,000
AGE	82	38	45	43	53
YEARS OF EDUCATION	81	16	16	16	17
YEARS WITH PRESENT BANK	83	8	15	12	18
YEARS IN POSITION	83	2	5	4	7
REPORTING LEVEL	83	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	77	7	20	13	25
ASSET SIZE (MILLIONS)	83	$291.0	$359.7	$360.0	$421.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	92	$21,500	$25,014	$25,000	$28,425
BONUS	24	1,035	2,565	1,737	2,895
TOTAL COMPENSATION	92	21,914	25,683	25,000	29,338
AGE	90	34	40	39	45
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	91	5	11	8	15
YEARS IN POSITION	91	2	4	4	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	3	5
ASSET SIZE (MILLIONS)	92	$289.2	$356.5	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$14,400	$17,438	$16,600	$19,400
BONUS	13	735	1,807	1,000	2,500
TOTAL COMPENSATION	61	14,650	17,823	16,700	19,900
AGE	61	29	32	31	35
YEARS OF EDUCATION	59	15	15	16	16
YEARS WITH PRESENT BANK	61	4	6	6	8
YEARS IN POSITION	61	1	2	2	3
REPORTING LEVEL	61	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	17	1	2	1	2
ASSET SIZE (MILLIONS)	61	$299.0	$362.2	$360.0	$421.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$25,000	$29,274	$28,124	$34,250
BONUS	11	1,500	4,874	3,700	6,000
TOTAL COMPENSATION	32	25,225	30,949	29,550	36,450
AGE	31	35	46	44	58
YEARS OF EDUCATION	31	13	15	16	16
YEARS WITH PRESENT BANK	32	7	17	14	24
YEARS IN POSITION	32	3	6	4	8
REPORTING LEVEL	32	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	3	5
ASSET SIZE (MILLIONS)	32	$298.6	$361.7	$359.0	$421.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	69	$25,050	$30,409	$30,000	$35,000
BONUS	18	1,600	3,111	3,250	4,275
TOTAL COMPENSATION	69	25,750	31,220	30,200	36,400
AGE	67	36	42	42	46
YEARS OF EDUCATION	65	13	15	15	16
YEARS WITH PRESENT BANK	68	4	10	9	16
YEARS IN POSITION	67	2	5	4	7
REPORTING LEVEL	66	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	64	19	48	35	69
ASSET SIZE (MILLIONS)	69	$294.1	$365.3	$367.0	$425.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$30,900	$38,233	$37,492	$44,000
BONUS	32	2,077	6,471	3,850	9,600
TOTAL COMPENSATION	87	32,000	40,613	38,000	48,738
AGE	85	38	45	45	53
YEARS OF EDUCATION	82	16	16	16	18
YEARS WITH PRESENT BANK	86	6	13	9	18
YEARS IN POSITION	86	2	6	6	8
REPORTING LEVEL	85	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	8	53	15	40
ASSET SIZE (MILLIONS)	87	$298.1	$363.1	$365.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$12,600	$15,682	$15,100	$18,000
BONUS	12	322	1,369	739	1,550
TOTAL COMPENSATION	75	12,600	15,901	15,100	18,400
AGE	74	32	38	35	44
YEARS OF EDUCATION	72	12	14	13	16
YEARS WITH PRESENT BANK	75	4	8	7	10
YEARS IN POSITION	75	2	4	2	5
REPORTING LEVEL	73	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	69	3	7	5	10
ASSET SIZE (MILLIONS)	75	$293.0	$362.5	$360.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$23,800	$27,564	$27,550	$31,000
BONUS	28	1,058	3,030	2,243	4,650
TOTAL COMPENSATION	86	24,350	28,550	28,053	32,000
AGE	83	39	47	48	55
YEARS OF EDUCATION	81	13	14	14	16
YEARS WITH PRESENT BANK	84	7	13	11	16
YEARS IN POSITION	84	2	6	4	8
REPORTING LEVEL	82	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	80	11	24	20	33
ASSET SIZE (MILLIONS)	86	$288.1	$357.5	$360.0	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$14,211	$17,402	$16,875	$20,075
BONUS	17	825	1,656	1,500	2,031
TOTAL COMPENSATION	86	14,288	17,729	17,000	20,370
AGE	85	33	40	38	45
YEARS OF EDUCATION	83	12	14	13	16
YEARS WITH PRESENT BANK	86	6	11	9	13
YEARS IN POSITION	85	2	5	4	6
REPORTING LEVEL	84	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	56	3	11	7	15
ASSET SIZE (MILLIONS)	86	$286.2	$355.6	$356.3	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	89	$21,000	$24,595	$24,000	$27,450
BONUS	24	1,500	2,598	2,185	3,650
TOTAL COMPENSATION	89	21,620	25,296	24,500	28,400
AGE	87	34	41	39	46
YEARS OF EDUCATION	86	14	15	16	16
YEARS WITH PRESENT BANK	88	3	11	9	17
YEARS IN POSITION	88	2	6	4	9
REPORTING LEVEL	85	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	86	4	7	6	8
ASSET SIZE (MILLIONS)	89	$287.6	$356.7	$358.0	$421.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$22,450	$31,463	$28,800	$41,550
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	22,968	34,335	28,800	45,450
AGE	13	37	47	45	57
YEARS OF EDUCATION	12	16	16	16	16
YEARS WITH PRESENT BANK	13	6	10	9	15
YEARS IN POSITION	13	2	5	4	8
REPORTING LEVEL	13	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	10	3	10	6	18
ASSET SIZE (MILLIONS)	13	$352.2	$405.5	$421.3	$466.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$18,000	$23,844	$23,000	$27,000
BONUS	10	607	1,629	1,500	1,943
TOTAL COMPENSATION	52	18,079	24,157	23,000	28,375
AGE	50	34	43	39	51
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	51	3	9	6	11
YEARS IN POSITION	51	2	4	2	5
REPORTING LEVEL	50	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	2	8	4	10
ASSET SIZE (MILLIONS)	52	$300.0	$363.6	$360.0	$427.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	74	$23,000	$28,637	$26,375	$34,563
BONUS	23	1,000	2,817	1,911	2,750
TOTAL COMPENSATION	74	24,133	29,513	27,700	34,563
AGE	72	35	42	41	48
YEARS OF EDUCATION	71	16	16	16	16
YEARS WITH PRESENT BANK	73	4	9	9	13
YEARS IN POSITION	73	2	5	3	6
REPORTING LEVEL	72	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	69	2	7	3	6
ASSET SIZE (MILLIONS)	74	$290.4	$354.0	$349.1	$416.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$24,791	$28,995	$28,260	$32,650
BONUS	27	1,188	3,444	2,000	4,800
TOTAL COMPENSATION	80	25,070	30,158	28,794	34,075
AGE	80	39	46	45	53
YEARS OF EDUCATION	77	13	15	16	16
YEARS WITH PRESENT BANK	80	5	14	13	20
YEARS IN POSITION	80	2	5	4	6
REPORTING LEVEL	79	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	75	5	10	7	12
ASSET SIZE (MILLIONS)	80	$289.2	$356.8	$356.3	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$17,342	$20,919	$20,646	$23,000
BONUS	20	525	2,177	1,260	3,241
TOTAL COMPENSATION	72	17,540	21,524	20,646	24,450
AGE	72	33	40	38	45
YEARS OF EDUCATION	69	12	14	15	16
YEARS WITH PRESENT BANK	72	5	13	10	18
YEARS IN POSITION	71	3	5	4	6
REPORTING LEVEL	70	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	2	6	4	7
ASSET SIZE (MILLIONS)	72	$284.2	$360.7	$362.5	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$12,500	$14,704	$14,500	$16,425
BONUS	6	371	1,055	550	1,950
TOTAL COMPENSATION	44	12,500	14,848	14,813	16,500
AGE	44	28	37	32	40
YEARS OF EDUCATION	42	12	14	14	16
YEARS WITH PRESENT BANK	44	4	7	7	8
YEARS IN POSITION	44	2	3	2	3
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	20	1	3	3	5
ASSET SIZE (MILLIONS)	44	$294.7	$364.6	$366.4	$424.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$10,600	$13,798	$13,500	$16,200
BONUS	10	450	1,059	753	1,701
TOTAL COMPENSATION	47	10,800	14,023	13,600	16,380
AGE	45	36	48	51	58
YEARS OF EDUCATION	44	12	13	12	14
YEARS WITH PRESENT BANK	47	7	17	13	23
YEARS IN POSITION	47	3	5	4	7
REPORTING LEVEL	46	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	26	3	9	7	12
ASSET SIZE (MILLIONS)	47	$286.7	$356.2	$346.5	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$9,975	$11,486	$11,100	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	10,375	11,604	11,350	12,000
AGE	9	26	32	33	38
YEARS OF EDUCATION	9	17	17	17	18
YEARS WITH PRESENT BANK	10	1	2	2	2
YEARS IN POSITION	8	1	2	2	2
REPORTING LEVEL	11	6	5	5	3
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	14	$296.3	$373.8	$376.5	$428.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$9,600	$10,855	$10,800	$11,630
BONUS	9	255	700	479	770
TOTAL COMPENSATION	61	9,637	10,958	10,800	11,994
AGE	54	24	26	25	27
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	56	1	2	2	2
YEARS IN POSITION	55	1	2	2	2
REPORTING LEVEL	52	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	61	$295.5	$354.8	$344.3	$414.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$25,975	$32,874	$31,950	$38,120
BONUS	33	1,550	4,811	3,500	5,750
TOTAL COMPENSATION	88	26,874	34,679	32,632	40,250
AGE	85	38	44	42	50
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	9	16	14	23
YEARS IN POSITION	87	2	5	4	7
REPORTING LEVEL	86	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	52	97	80	130
ASSET SIZE (MILLIONS)	88	$285.4	$356.2	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$22,800	$26,699	$25,000	$34,100
BONUS	6	938	1,958	1,550	2,675
TOTAL COMPENSATION	19	22,800	27,317	25,000	34,200
AGE	18	37	44	44	51
YEARS OF EDUCATION	17	13	15	16	16
YEARS WITH PRESENT BANK	18	9	16	13	21
YEARS IN POSITION	18	3	5	4	6
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	10	24	19	38
ASSET SIZE (MILLIONS)	19	$285.0	$353.5	$358.0	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$13,400	$17,480	$16,900	$21,700
BONUS	5	400	1,030	750	1,800
TOTAL COMPENSATION	23	13,500	17,704	17,250	21,700
AGE	23	32	40	38	56
YEARS OF EDUCATION	22	12	14	14	16
YEARS WITH PRESENT BANK	23	5	12	9	12
YEARS IN POSITION	23	1	4	3	5
REPORTING LEVEL	22	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	7	5	6	6	8
ASSET SIZE (MILLIONS)	23	$298.1	$362.1	$360.0	$415.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	98	$21,000	$24,928	$24,804	$27,500
BONUS	29	1,500	2,581	2,000	4,000
TOTAL COMPENSATION	98	21,000	25,692	25,000	29,050
AGE	96	35	43	42	50
YEARS OF EDUCATION	94	14	16	16	17
YEARS WITH PRESENT BANK	97	4	12	8	16
YEARS IN POSITION	97	2	5	4	8
REPORTING LEVEL	96	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	95	3	16	6	8
ASSET SIZE (MILLIONS)	98	$291.6	$359.5	$359.0	$422.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$15,522	$21,123	$21,999	$25,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	19	15,522	21,850	23,709	25,000
AGE	19	36	42	38	49
YEARS OF EDUCATION	19	13	15	16	16
YEARS WITH PRESENT BANK	19	8	15	11	18
YEARS IN POSITION	19	3	7	5	8
REPORTING LEVEL	19	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	3	5
ASSET SIZE (MILLIONS)	19	$288.6	$357.4	$344.3	$447.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$16,875	$20,473	$20,300	$24,500
BONUS	14	1,075	2,395	1,858	3,400
TOTAL COMPENSATION	62	16,875	21,014	20,450	25,663
AGE	61	40	49	51	57
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	5	13	9	17
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	2	11	5	12
ASSET SIZE (MILLIONS)	62	$289.9	$363.5	$369.5	$429.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$12,499	$16,985	$17,212	$20,000
BONUS	5	393	1,960	2,500	3,257
TOTAL COMPENSATION	35	12,499	17,265	17,500	20,000
AGE	35	31	39	37	48
YEARS OF EDUCATION	34	13	15	16	17
YEARS WITH PRESENT BANK	35	3	8	6	13
YEARS IN POSITION	35	2	4	3	5
REPORTING LEVEL	33	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	17	1	4	2	5
ASSET SIZE (MILLIONS)	35	$291.8	$355.2	$344.3	$400.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$32,084	$38,339	$38,000	$43,000
BONUS	30	2,422	5,209	4,350	7,050
TOTAL COMPENSATION	91	34,000	40,056	39,800	45,300
AGE	88	43	49	50	55
YEARS OF EDUCATION	88	16	17	17	19
YEARS WITH PRESENT BANK	90	8	15	15	20
YEARS IN POSITION	90	3	7	6	9
REPORTING LEVEL	88	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	87	12	22	19	30
ASSET SIZE (MILLIONS)	91	$286.7	$356.5	$351.8	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	81	$16,100	$20,019	$19,080	$23,100
BONUS	18	938	1,821	1,500	2,925
TOTAL COMPENSATION	81	16,250	20,423	20,000	23,980
AGE	79	35	42	39	50
YEARS OF EDUCATION	79	12	14	14	16
YEARS WITH PRESENT BANK	80	5	11	10	15
YEARS IN POSITION	80	2	5	4	7
REPORTING LEVEL	79	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	74	5	10	9	14
ASSET SIZE (MILLIONS)	81	$289.8	$360.5	$360.0	$423.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $500 TO $999 MILLION

Of the 3,203 banks submitting data for the national survey results, 54 banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$83,063	$103,346	$99,250	$124,375
BONUS	21	9,378	21,964	17,300	24,626
TOTAL COMPENSATION	52	86,635	112,216	103,300	130,000
AGE	52	49	55	56	60
YEARS OF EDUCATION	48	16	17	16	18
YEARS WITH PRESENT BANK	52	11	22	25	32
YEARS IN POSITION	52	4	8	6	11
REPORTING LEVEL	52	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	50	544	709	708	867
ASSET SIZE (MILLIONS)	52	$542.0	$649.2	$635.8	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$54,000	$64,105	$63,000	$74,500
BONUS	20	3,601	11,566	9,132	18,308
TOTAL COMPENSATION	47	54,000	69,027	63,969	81,000
AGE	47	42	51	53	57
YEARS OF EDUCATION	44	16	17	16	18
YEARS WITH PRESENT BANK	47	11	20	21	30
YEARS IN POSITION	47	3	6	5	8
REPORTING LEVEL	45	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	153	461	464	749
ASSET SIZE (MILLIONS)	47	$542.0	$647.7	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$40,000	$47,990	$44,000	$51,500
BONUS	8	1,928	7,242	3,468	16,385
TOTAL COMPENSATION	19	40,550	51,039	47,070	56,000
AGE	19	41	50	50	55
YEARS OF EDUCATION	18	16	16	16	16
YEARS WITH PRESENT BANK	19	7	18	16	28
YEARS IN POSITION	19	2	5	3	6
REPORTING LEVEL	19	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	18	37	217	98	260
ASSET SIZE (MILLIONS)	19	$540.8	$655.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$19,000	$23,017	$21,300	$26,250
BONUS	6	709	1,304	1,390	1,845
TOTAL COMPENSATION	27	19,000	23,306	21,487	26,250
AGE	27	34	45	42	56
YEARS OF EDUCATION	26	13	15	16	16
YEARS WITH PRESENT BANK	27	3	9	6	15
YEARS IN POSITION	26	2	5	3	7
REPORTING LEVEL	27	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	22	1	3	2	4
ASSET SIZE (MILLIONS)	27	$544.5	$668.3	$625.0	$825.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$30,875	$39,329	$38,417	$45,000
BONUS	13	1,250	4,958	3,000	6,580
TOTAL COMPENSATION	40	32,125	40,940	39,000	47,684
AGE	40	39	47	47	52
YEARS OF EDUCATION	38	16	16	16	18
YEARS WITH PRESENT BANK	40	7	16	14	22
YEARS IN POSITION	40	3	6	5	9
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	37	3	38	7	20
ASSET SIZE (MILLIONS)	40	$541.1	$647.9	$621.7	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$24,000	$29,907	$28,000	$35,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	24,000	30,268	28,000	35,000
AGE	15	36	43	42	50
YEARS OF EDUCATION	15	12	15	16	16
YEARS WITH PRESENT BANK	15	10	15	11	22
YEARS IN POSITION	15	4	6	6	8
REPORTING LEVEL	15	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	14	3	5	5	6
ASSET SIZE (MILLIONS)	15	$542.3	$676.0	$671.9	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$29,475	$35,681	$34,750	$39,000
BONUS	14	1,306	5,833	1,981	13,011
TOTAL COMPENSATION	42	29,875	37,626	35,785	40,125
AGE	42	42	48	48	54
YEARS OF EDUCATION	40	12	14	15	16
YEARS WITH PRESENT BANK	42	9	19	17	26
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	40	160	264	227	360
ASSET SIZE (MILLIONS)	42	$540.0	$647.6	$584.7	$752.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$20,850	$26,544	$25,875	$30,875
BONUS	5	775	1,116	800	1,616
TOTAL COMPENSATION	30	20,850	26,730	25,875	31,475
AGE	30	37	43	43	49
YEARS OF EDUCATION	28	14	15	16	16
YEARS WITH PRESENT BANK	29	11	17	18	23
YEARS IN POSITION	30	2	5	4	6
REPORTING LEVEL	28	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	21	32	30	35
ASSET SIZE (MILLIONS)	30	$536.9	$641.1	$629.3	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$17,685	$20,822	$20,374	$23,300
BONUS	12	724	2,685	818	2,666
TOTAL COMPENSATION	43	18,000	21,572	20,800	23,430
AGE	43	35	41	39	46
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	43	8	16	14	22
YEARS IN POSITION	43	3	5	4	5
REPORTING LEVEL	41	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	41	11	15	13	18
ASSET SIZE (MILLIONS)	43	$540.8	$653.8	$633.6	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,109	$16,952	$16,606	$18,518
BONUS	11	541	986	711	1,260
TOTAL COMPENSATION	46	15,273	17,188	16,912	18,579
AGE	46	34	41	39	46
YEARS OF EDUCATION	43	12	14	13	16
YEARS WITH PRESENT BANK	46	8	13	11	17
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	44	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	44	6	7	8	8
ASSET SIZE (MILLIONS)	46	$540.0	$646.0	$615.2	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$21,400	$30,829	$27,350	$32,621
BONUS	7	800	1,687	1,452	2,752
TOTAL COMPENSATION	31	21,674	31,210	27,500	32,621
AGE	31	36	45	41	52
YEARS OF EDUCATION	31	12	15	16	16
YEARS WITH PRESENT BANK	31	7	15	13	22
YEARS IN POSITION	31	2	5	4	7
REPORTING LEVEL	31	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	4	7
ASSET SIZE (MILLIONS)	31	$542.0	$647.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$17,500	$20,722	$20,845	$23,530
BONUS	6	789	1,757	1,781	2,516
TOTAL COMPENSATION	28	18,115	21,098	21,650	23,772
AGE	28	34	43	45	51
YEARS OF EDUCATION	28	12	15	16	16
YEARS WITH PRESENT BANK	28	4	11	10	15
YEARS IN POSITION	28	2	5	3	8
REPORTING LEVEL	27	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	1	3	1	2
ASSET SIZE (MILLIONS)	28	$538.5	$664.6	$639.5	$781.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,888	$23,466	$20,000	$23,750
BONUS	9	870	1,576	1,000	2,189
TOTAL COMPENSATION	40	18,000	23,821	20,490	23,750
AGE	40	34	40	38	47
YEARS OF EDUCATION	37	15	15	16	16
YEARS WITH PRESENT BANK	40	5	10	8	12
YEARS IN POSITION	40	2	3	3	4
REPORTING LEVEL	38	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	5	35	12	17
ASSET SIZE (MILLIONS)	40	$541.1	$653.5	$639.5	$733.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$32,800	$38,611	$38,500	$42,500
BONUS	12	1,588	5,069	4,076	7,375
TOTAL COMPENSATION	47	33,249	39,905	39,300	44,793
AGE	47	39	45	44	49
YEARS OF EDUCATION	44	14	16	16	16
YEARS WITH PRESENT BANK	47	6	15	15	19
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	45	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	44	11	27	17	30
ASSET SIZE (MILLIONS)	47	$542.0	$647.4	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$21,822	$26,998	$26,500	$31,225
BONUS	9	1,135	2,036	1,675	2,805
TOTAL COMPENSATION	49	23,172	27,372	27,000	31,750
AGE	49	35	41	39	47
YEARS OF EDUCATION	45	15	16	16	17
YEARS WITH PRESENT BANK	49	7	13	12	16
YEARS IN POSITION	49	3	5	5	7
REPORTING LEVEL	47	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	25	1	3	2	5
ASSET SIZE (MILLIONS)	49	$541.4	$642.4	$633.6	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$18,192	$18,300	$19,600
BONUS	7	800	1,186	916	2,016
TOTAL COMPENSATION	43	16,100	18,386	18,300	20,000
AGE	43	30	33	33	34
YEARS OF EDUCATION	41	16	16	16	17
YEARS WITH PRESENT BANK	43	4	7	7	10
YEARS IN POSITION	43	2	3	2	3
REPORTING LEVEL	41	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	12	1	3	1	5
ASSET SIZE (MILLIONS)	43	$542.3	$644.8	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$26,925	$34,649	$35,000	$41,475
BONUS	7	1,000	4,949	3,920	9,925
TOTAL COMPENSATION	24	27,000	36,092	35,000	41,875
AGE	24	39	48	46	58
YEARS OF EDUCATION	22	14	15	16	16
YEARS WITH PRESENT BANK	24	9	19	17	28
YEARS IN POSITION	24	2	6	5	8
REPORTING LEVEL	24	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	21	4	8	5	9
ASSET SIZE (MILLIONS)	24	$550.6	$669.9	$644.5	$743.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$30,350	$35,158	$34,000	$39,800
BONUS	15	1,409	4,254	2,290	4,640
TOTAL COMPENSATION	41	30,900	36,714	35,000	42,000
AGE	41	41	45	45	50
YEARS OF EDUCATION	39	13	15	16	16
YEARS WITH PRESENT BANK	41	7	13	12	16
YEARS IN POSITION	41	3	6	5	10
REPORTING LEVEL	40	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	37	74	71	100
ASSET SIZE (MILLIONS)	41	$542.3	$658.8	$638.0	$741.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$31,688	$41,138	$38,400	$46,250
BONUS	18	1,775	5,136	2,953	8,625
TOTAL COMPENSATION	49	32,250	43,025	41,000	52,603
AGE	49	39	46	46	53
YEARS OF EDUCATION	46	16	16	16	18
YEARS WITH PRESENT BANK	49	8	16	13	23
YEARS IN POSITION	49	3	7	5	10
REPORTING LEVEL	48	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	45	16	94	25	41
ASSET SIZE (MILLIONS)	49	$542.1	$648.9	$638.0	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$14,000	$18,133	$17,000	$21,323
BONUS	8	411	855	618	1,347
TOTAL COMPENSATION	44	14,025	18,289	17,150	21,558
AGE	44	34	41	38	48
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	44	4	9	8	13
YEARS IN POSITION	44	2	4	2	5
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	41	7	13	11	17
ASSET SIZE (MILLIONS)	44	$542.3	$658.6	$639.5	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$24,796	$29,108	$29,600	$33,655
BONUS	13	1,178	3,612	2,200	5,240
TOTAL COMPENSATION	49	25,000	30,066	29,600	34,100
AGE	49	42	48	49	55
YEARS OF EDUCATION	46	13	14	14	16
YEARS WITH PRESENT BANK	49	10	17	16	24
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	47	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	46	19	35	36	50
ASSET SIZE (MILLIONS)	49	$541.4	$646.1	$633.6	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$15,500	$19,639	$18,000	$22,200
BONUS	9	710	1,258	800	1,850
TOTAL COMPENSATION	47	15,525	19,880	18,038	22,500
AGE	47	33	41	38	48
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	47	7	12	11	16
YEARS IN POSITION	46	2	5	4	7
REPORTING LEVEL	45	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	32	2	15	7	28
ASSET SIZE (MILLIONS)	47	$540.8	$644.1	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$23,674	$28,083	$27,500	$30,650
BONUS	13	959	2,388	1,388	3,955
TOTAL COMPENSATION	49	24,235	28,717	27,974	32,080
AGE	49	39	46	45	54
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	49	8	17	16	24
YEARS IN POSITION	49	3	9	7	12
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	7	10	10	14
ASSET SIZE (MILLIONS)	49	$542.1	$654.3	$638.0	$729.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$25,250	$31,848	$30,579	$39,750
BONUS	6	886	4,783	4,990	7,750
TOTAL COMPENSATION	21	25,250	33,215	30,800	42,490
AGE	21	33	45	45	55
YEARS OF EDUCATION	19	16	16	16	17
YEARS WITH PRESENT BANK	21	5	10	9	15
YEARS IN POSITION	21	2	5	4	9
REPORTING LEVEL	21	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	21	6	12	8	19
ASSET SIZE (MILLIONS)	21	$542.1	$687.5	$672.3	$826.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$18,235	$27,512	$24,750	$27,225
BONUS	6	1,009	5,582	2,006	9,300
TOTAL COMPENSATION	32	18,405	28,559	24,750	27,225
AGE	32	34	41	40	48
YEARS OF EDUCATION	30	14	15	16	16
YEARS WITH PRESENT BANK	32	3	11	10	17
YEARS IN POSITION	32	2	4	3	5
REPORTING LEVEL	30	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	26	2	10	3	10
ASSET SIZE (MILLIONS)	32	$541.1	$636.3	$582.7	$688.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$26,500	$32,193	$33,150	$37,900
BONUS	15	1,293	3,568	2,800	5,000
TOTAL COMPENSATION	43	27,500	33,437	35,499	39,500
AGE	43	40	46	45	54
YEARS OF EDUCATION	40	16	16	16	17
YEARS WITH PRESENT BANK	43	8	15	13	20
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	4	8	5	10
ASSET SIZE (MILLIONS)	43	$542.0	$650.0	$640.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$28,000	$33,531	$32,500	$38,400
BONUS	17	1,514	3,434	1,971	4,490
TOTAL COMPENSATION	47	28,500	34,773	34,329	39,583
AGE	47	39	47	46	53
YEARS OF EDUCATION	45	13	15	15	16
YEARS WITH PRESENT BANK	47	9	16	14	22
YEARS IN POSITION	47	2	6	5	9
REPORTING LEVEL	45	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	44	8	16	13	22
ASSET SIZE (MILLIONS)	47	$542.0	$650.9	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$18,034	$22,365	$21,600	$26,250
BONUS	10	853	1,552	1,308	2,083
TOTAL COMPENSATION	46	18,938	22,70[illegible]	21,950	26,250
AGE	46	36	44	43	51
YEARS OF EDUCATION	44	13	15	16	16
YEARS WITH PRESENT BANK	46	9	15	13	22
YEARS IN POSITION	44	3	6	4	8
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	30	2	5	4	6
ASSET SIZE (MILLIONS)	46	$541.7	$641.8	$629.3	$691.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,025	$16,456	$16,213	$18,225
BONUS	7	725	1,092	886	1,420
TOTAL COMPENSATION	36	14,025	16,668	16,607	18,525
AGE	36	30	36	32	42
YEARS OF EDUCATION	34	12	14	16	16
YEARS WITH PRESENT BANK	36	4	9	8	13
YEARS IN POSITION	36	2	3	3	4
REPORTING LEVEL	34	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	15	1	6	5	6
ASSET SIZE (MILLIONS)	36	$545.1	$652.9	$639.5	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$11,963	$14,526	$14,000	$15,900
BONUS	5	707	1,493	1,200	2,425
TOTAL COMPENSATION	25	12,082	14,825	14,000	16,293
AGE	25	32	43	43	50
YEARS OF EDUCATION	24	12	13	12	14
YEARS WITH PRESENT BANK	25	9	14	11	21
YEARS IN POSITION	25	3	4	4	7
REPORTING LEVEL	25	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	10	4	12	9	11
ASSET SIZE (MILLIONS)	25	$539.6	$659.7	$633.6	$748.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$11,850	$13,561	$12,708	$15,411
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	12,000	13,654	12,708	15,411
AGE	12	26	28	27	30
YEARS OF EDUCATION	13	17	18	18	18
YEARS WITH PRESENT BANK	12	2	3	2	3
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	14	$545.7	$691.0	$672.8	$761.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$9,636	$10,509	$10,500	$11,000
BONUS	6	170	484	403	733
TOTAL COMPENSATION	39	9,636	10,583	10,500	11,500
AGE	36	24	26	24	27
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	37	2	3	2	3
YEARS IN POSITION	35	1	2	2	2
REPORTING LEVEL	35	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	39	$542.0	$653.2	$641.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$31,404	$37,583	$37,000	$42,200
BONUS	17	1,638	4,792	2,099	8,700
TOTAL COMPENSATION	45	32,500	39,394	40,500	45,000
AGE	45	41	47	48	54
YEARS OF EDUCATION	42	13	15	16	16
YEARS WITH PRESENT BANK	45	12	19	17	30
YEARS IN POSITION	44	3	5	4	7
REPORTING LEVEL	43	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	42	104	215	161	226
ASSET SIZE (MILLIONS)	45	$541.4	$642.0	$638.0	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$21,700	$32,297	$31,500	$41,500
BONUS	5	4,900	8,619	8,500	12,399
TOTAL COMPENSATION	15	23,800	35,170	35,000	43,938
AGE	15	37	46	49	53
YEARS OF EDUCATION	14	12	15	16	16
YEARS WITH PRESENT BANK	15	10	14	14	17
YEARS IN POSITION	15	2	4	3	5
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	14	12	112	24	241
ASSET SIZE (MILLIONS)	15	$542.3	$669.4	$641.0	$828.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$14,263	$17,390	$16,550	$19,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	14,459	17,672	16,736	19,000
AGE	16	32	38	37	47
YEARS OF EDUCATION	15	12	14	14	16
YEARS WITH PRESENT BANK	15	7	13	10	19
YEARS IN POSITION	16	2	4	3	5
REPORTING LEVEL	15	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	5	47	10	12
ASSET SIZE (MILLIONS)	16	$545.9	$693.4	$659.0	$833.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$24,583	$29,710	$29,750	$33,875
BONUS	18	1,369	3,851	2,551	6,425
TOTAL COMPENSATION	52	24,927	31,043	29,750	35,000
AGE	52	38	47	46	57
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	6	14	11	21
YEARS IN POSITION	52	3	7	5	10
REPORTING LEVEL	50	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	7	12	11	16
ASSET SIZE (MILLIONS)	52	$542.0	$644.5	$629.3	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$16,925	$23,232	$25,000	$27,650
BONUS	9	745	2,413	1,151	2,545
TOTAL COMPENSATION	24	17,983	24,137	25,000	27,950
AGE	24	33	40	38	45
YEARS OF EDUCATION	23	16	16	16	17
YEARS WITH PRESENT BANK	24	5	12	9	16
YEARS IN POSITION	24	2	6	4	7
REPORTING LEVEL	24	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	18	2	5	4	6
ASSET SIZE (MILLIONS)	24	$575.4	$696.1	$672.8	$813.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$17,500	$21,549	$21,900	$26,000
BONUS	12	660	2,022	863	3,038
TOTAL COMPENSATION	47	17,500	22,065	21,900	26,400
AGE	47	42	50	50	58
YEARS OF EDUCATION	45	12	14	13	16
YEARS WITH PRESENT BANK	47	8	14	12	17
YEARS IN POSITION	46	3	6	5	8
REPORTING LEVEL	44	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	33	3	16	8	22
ASSET SIZE (MILLIONS)	47	$542.3	$659.4	$648.0	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$14,000	$18,203	$16,500	$22,000
BONUS	6	800	1,444	1,072	2,130
TOTAL COMPENSATION	31	14,040	18,482	16,500	23,500
AGE	30	31	39	35	49
YEARS OF EDUCATION	27	13	15	16	16
YEARS WITH PRESENT BANK	30	3	8	5	9
YEARS IN POSITION	29	2	3	3	3
REPORTING LEVEL	29	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	24	1	4	3	5
ASSET SIZE (MILLIONS)	31	$547.0	$665.2	$666.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$36,434	$44,215	$43,500	$50,500
BONUS	15	2,002	5,204	2,900	8,500
TOTAL COMPENSATION	43	37,000	46,030	44,500	53,500
AGE	43	45	51	49	57
YEARS OF EDUCATION	41	16	17	18	19
YEARS WITH PRESENT BANK	43	7	16	15	23
YEARS IN POSITION	43	4	8	6	10
REPORTING LEVEL	42	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	24	41	36	58
ASSET SIZE (MILLIONS)	43	$542.0	$652.4	$638.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$18,781	$22,921	$21,896	$25,850
BONUS	9	767	1,697	1,103	2,920
TOTAL COMPENSATION	45	19,100	23,260	22,000	26,950
AGE	45	34	41	38	48
YEARS OF EDUCATION	43	13	15	16	16
YEARS WITH PRESENT BANK	45	6	10	10	14
YEARS IN POSITION	45	2	5	5	9
REPORTING LEVEL	44	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	11	18	15	27
ASSET SIZE (MILLIONS)	45	$541.4	$647.0	$633.6	$709.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $1 BILLION AND OVER

Of the 3,203 banks submitting data for the national survey results, 78 banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	77	$98,750	$139,960	$130,000	$180,130
BONUS	44	9,250	40,579	30,000	51,975
TOTAL COMPENSATION	77	102,700	163,148	145,000	200,000
AGE	76	51	55	56	60
YEARS OF EDUCATION	73	16	16	16	18
YEARS WITH PRESENT BANK	76	7	20	21	32
YEARS IN POSITION	75	3	6	5	7
REPORTING LEVEL	77	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	74	820	2,689	1,609	3,525
ASSET SIZE (MILLIONS)	77	$1,303.9	$11,028.4	$2,400.0	$11,812.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$74,675	$100,395	$94,900	$127,343
BONUS	44	5,918	25,499	17,070	35,000
TOTAL COMPENSATION	70	75,000	116,423	106,017	135,125
AGE	68	47	51	51	56
YEARS OF EDUCATION	66	16	16	16	17
YEARS WITH PRESENT BANK	69	8	18	15	30
YEARS IN POSITION	68	2	4	4	5
REPORTING LEVEL	67	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	67	191	1,972	937	1,900
ASSET SIZE (MILLIONS)	70	$1,300.0	$10,396.0	$2,407.3	$11,656.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$47,015	$64,053	$60,000	$77,500
BONUS	23	5,000	12,992	11,700	15,500
TOTAL COMPENSATION	41	50,015	71,342	65,000	80,825
AGE	41	45	49	49	56
YEARS OF EDUCATION	39	15	16	16	17
YEARS WITH PRESENT BANK	41	12	19	18	29
YEARS IN POSITION	39	2	5	5	7
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	40	66	460	226	658
ASSET SIZE (MILLIONS)	41	$1,300.0	$8,805.4	$2,257.6	$4,600.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$21,062	$27,399	$25,000	$32,448
BONUS	5	1,322	6,570	2,716	13,746
TOTAL COMPENSATION	45	21,062	28,129	25,600	32,448
AGE	44	33	42	40	52
YEARS OF EDUCATION	42	16	16	16	17
YEARS WITH PRESENT BANK	45	4	9	8	12
YEARS IN POSITION	44	2	4	4	6
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	39	2	6	4	7
ASSET SIZE (MILLIONS)	45	$1,303.9	$4,250.3	$2,220.0	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$39,300	$52,468	$50,000	$59,158
BONUS	32	4,238	10,758	7,227	14,796
TOTAL COMPENSATION	53	42,625	58,964	51,332	68,100
AGE	50	37	45	45	53
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	52	7	15	12	23
YEARS IN POSITION	51	3	6	5	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	8	41	20	35
ASSET SIZE (MILLIONS)	53	$1,261.5	$5,012.7	$2,103.7	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	33	$24,690	$39,622	$33,900	$40,750
BONUS	8	2,075	12,174	5,834	17,000
TOTAL COMPENSATION	33	24,690	42,573	35,500	42,110
AGE	32	37	45	43	50
YEARS OF EDUCATION	31	14	16	16	18
YEARS WITH PRESENT BANK	33	6	11	8	15
YEARS IN POSITION	31	3	4	4	5
REPORTING LEVEL	32	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	27	5	30	9	22
ASSET SIZE (MILLIONS)	33	$1,261.5	$5,617.5	$2,305.2	$4,554.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,250	$43,710	$41,175	$51,775
BONUS	22	3,940	10,477	5,749	13,625
TOTAL COMPENSATION	48	33,250	48,512	43,950	55,375
AGE	47	41	47	46	52
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	11	20	17	30
YEARS IN POSITION	47	2	4	4	5
REPORTING LEVEL	44	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	43	272	984	546	928
ASSET SIZE (MILLIONS)	48	$1,300.6	$5,533.9	$2,262.6	$4,481.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$24,795	$29,696	$30,500	$34,400
BONUS	10	1,600	4,896	4,353	7,195
TOTAL COMPENSATION	41	24,795	30,890	30,500	35,954
AGE	39	41	46	47	52
YEARS OF EDUCATION	35	14	15	16	16
YEARS WITH PRESENT BANK	40	11	18	18	26
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	39	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	38	30	39	36	47
ASSET SIZE (MILLIONS)	41	$1,261.5	$4,674.0	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$19,725	$22,714	$21,750	$27,000
BONUS	15	1,216	2,610	1,850	3,606
TOTAL COMPENSATION	54	19,975	23,439	22,050	27,387
AGE	52	35	44	42	52
YEARS OF EDUCATION	50	13	15	15	16
YEARS WITH PRESENT BANK	53	10	17	13	23
YEARS IN POSITION	51	2	5	3	5
REPORTING LEVEL	52	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	50	10	16	15	20
ASSET SIZE (MILLIONS)	54	$1,280.7	$6,801.7	$2,071.8	$4,331.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$15,664	$18,364	$18,000	$20,765
BONUS	16	1,004	1,922	1,460	3,098
TOTAL COMPENSATION	53	16,395	18,945	18,150	20,840
AGE	51	33	41	41	48
YEARS OF EDUCATION	49	12	14	14	16
YEARS WITH PRESENT BANK	52	7	13	11	18
YEARS IN POSITION	50	2	3	3	5
REPORTING LEVEL	50	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	49	6	8	7	9
ASSET SIZE (MILLIONS)	53	$1,300.0	$8,392.2	$2,103.7	$4,454.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$28,413	$34,206	$32,682	$41,833
BONUS	8	1,177	3,525	3,000	5,911
TOTAL COMPENSATION	22	28,613	35,488	33,532	44,748
AGE	22	39	48	46	57
YEARS OF EDUCATION	22	16	16	16	17
YEARS WITH PRESENT BANK	22	7	15	13	18
YEARS IN POSITION	22	2	5	4	8
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	19	3	13	7	16
ASSET SIZE (MILLIONS)	22	$1,209.7	$8,343.2	$1,866.9	$8,072.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$17,600	$23,269	$21,610	$29,000
BONUS	5	799	2,283	1,850	3,985
TOTAL COMPENSATION	31	17,600	23,638	21,950	29,000
AGE	29	39	45	43	55
YEARS OF EDUCATION	29	14	15	16	16
YEARS WITH PRESENT BANK	30	6	13	12	16
YEARS IN POSITION	29	2	4	4	6
REPORTING LEVEL	29	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	14	1	6	2	7
ASSET SIZE (MILLIONS)	31	$1,219.0	$6,712.6	$1,618.3	$3,056.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$20,100	$29,123	$27,000	$35,250
BONUS	14	1,935	3,863	4,063	5,188
TOTAL COMPENSATION	53	20,704	30,143	28,500	36,320
AGE	52	33	39	36	44
YEARS OF EDUCATION	50	16	16	16	16
YEARS WITH PRESENT BANK	53	6	10	8	13
YEARS IN POSITION	52	2	3	3	4
REPORTING LEVEL	52	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	51	12	26	20	38
ASSET SIZE (MILLIONS)	53	$1,301.3	$6,992.3	$2,115.5	$4,382.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$34,000	$49,596	$42,000	$55,000
BONUS	26	4,300	9,936	6,995	10,750
TOTAL COMPENSATION	51	36,000	54,662	47,038	64,000
AGE	50	38	44	43	48
YEARS OF EDUCATION	48	16	16	16	18
YEARS WITH PRESENT BANK	51	7	14	13	19
YEARS IN POSITION	49	2	4	4	5
REPORTING LEVEL	50	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	49	14	70	35	88
ASSET SIZE (MILLIONS)	51	$1,283.0	$7,026.1	$2,103.7	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	57	$23,500	$27,129	$25,812	$31,100
BONUS	13	1,142	2,899	3,673	4,000
TOTAL COMPENSATION	57	23,500	27,790	27,000	31,710
AGE	55	34	38	37	40
YEARS OF EDUCATION	55	16	16	16	17
YEARS WITH PRESENT BANK	56	5	10	10	12
YEARS IN POSITION	55	2	4	3	4
REPORTING LEVEL	56	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	35	1	7	2	10
ASSET SIZE (MILLIONS)	57	$1,291.5	$8,766.5	$2,040.0	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$16,350	$19,194	$18,500	$22,250
BONUS	9	398	1,219	1,314	1,757
TOTAL COMPENSATION	53	16,500	19,401	18,800	22,250
AGE	48	28	32	30	33
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	48	4	7	6	8
YEARS IN POSITION	48	2	2	2	3
REPORTING LEVEL	50	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	14	1	3	2	5
ASSET SIZE (MILLIONS)	53	$1,300.0	$5,362.6	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$32,000	$40,789	$39,757	$46,350
BONUS	16	4,050	5,522	5,489	6,998
TOTAL COMPENSATION	46	34,950	42,710	41,620	51,486
AGE	45	42	48	48	53
YEARS OF EDUCATION	43	14	16	16	17
YEARS WITH PRESENT BANK	46	8	17	17	23
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	45	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	6	16	10	15
ASSET SIZE (MILLIONS)	46	$1,302.0	$5,953.4	$2,281.4	$4,402.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$35,975	$44,752	$41,400	$51,000
BONUS	27	3,400	8,514	5,800	8,200
TOTAL COMPENSATION	54	38,008	49,009	43,700	52,432
AGE	54	40	44	42	45
YEARS OF EDUCATION	53	14	15	16	17
YEARS WITH PRESENT BANK	54	4	11	11	16
YEARS IN POSITION	52	2	5	4	6
REPORTING LEVEL	52	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	51	74	265	179	304
ASSET SIZE (MILLIONS)	54	$1,268.0	$6,686.7	$2,077.7	$5,025.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$41,400	$54,085	$52,320	$65,000
BONUS	35	3,840	12,695	9,647	16,300
TOTAL COMPENSATION	63	45,500	61,136	54,000	75,000
AGE	62	38	46	46	54
YEARS OF EDUCATION	60	16	16	16	18
YEARS WITH PRESENT BANK	63	6	13	10	17
YEARS IN POSITION	62	2	5	4	7
REPORTING LEVEL	59	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	60	23	97	46	87
ASSET SIZE (MILLIONS)	63	$1,305.1	$7,180.5	$2,257.6	$4,505.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$16,890	$20,812	$20,500	$23,886
BONUS	11	916	2,450	2,024	3,800
TOTAL COMPENSATION	49	17,190	21,362	21,000	24,000
AGE	49	36	44	43	54
YEARS OF EDUCATION	47	12	14	14	16
YEARS WITH PRESENT BANK	49	7	12	10	15
YEARS IN POSITION	48	2	5	4	7
REPORTING LEVEL	48	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	10	22	18	35
ASSET SIZE (MILLIONS)	49	$1,291.5	$7,312.4	$2,115.5	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$25,000	$33,006	$33,000	$38,300
BONUS	16	3,896	5,578	4,775	7,074
TOTAL COMPENSATION	51	25,360	34,755	33,600	39,450
AGE	50	41	47	47	54
YEARS OF EDUCATION	48	12	14	14	16
YEARS WITH PRESENT BANK	51	9	16	14	23
YEARS IN POSITION	49	3	5	4	7
REPORTING LEVEL	49	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	20	98	54	133
ASSET SIZE (MILLIONS)	51	$1,300.0	$8,325.8	$2,115.5	$4,408.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,306	$18,223	$17,197	$20,850
BONUS	13	834	1,780	1,857	2,391
TOTAL COMPENSATION	46	15,607	18,726	17,851	21,125
AGE	45	33	41	37	51
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	46	6	11	8	13
YEARS IN POSITION	44	2	4	3	5
REPORTING LEVEL	44	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	27	3	9	5	10
ASSET SIZE (MILLIONS)	46	$1,302.0	$11,406.6	$2,117.8	$4,432.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$28,500	$35,440	$35,220	$39,160
BONUS	31	1,350	5,579	3,800	6,000
TOTAL COMPENSATION	67	28,500	38,021	35,500	41,500
AGE	66	38	45	45	53
YEARS OF EDUCATION	64	16	16	16	18
YEARS WITH PRESENT BANK	67	5	15	12	22
YEARS IN POSITION	65	3	6	5	8
REPORTING LEVEL	63	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	64	11	33	17	39
ASSET SIZE (MILLIONS)	67	$1,305.1	$10,181.0	$2,257.6	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$34,001	$52,699	$43,000	$60,800
BONUS	25	4,455	14,109	8,200	14,750
TOTAL COMPENSATION	49	35,750	59,898	54,000	66,350
AGE	48	39	46	45	52
YEARS OF EDUCATION	46	16	16	16	17
YEARS WITH PRESENT BANK	49	6	12	11	16
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	48	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	47	15	92	30	70
ASSET SIZE (MILLIONS)	49	$1,331.5	$5,045.5	$2,400.0	$4,404.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$20,280	$27,206	$25,600	$30,000
BONUS	12	1,045	3,592	3,422	5,883
TOTAL COMPENSATION	51	20,500	28,051	25,800	31,144
AGE	48	34	45	45	58
YEARS OF EDUCATION	48	16	16	16	16
YEARS WITH PRESENT BANK	49	5	15	11	24
YEARS IN POSITION	49	2	5	3	7
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	2	8	7	11
ASSET SIZE (MILLIONS)	51	$1,358.0	$7,330.6	$2,305.2	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$27,530	$37,330	$35,739	$45,225
BONUS	23	2,525	5,895	5,000	8,096
TOTAL COMPENSATION	58	28,875	39,668	37,256	49,250
AGE	57	37	44	41	49
YEARS OF EDUCATION	56	16	17	16	18
YEARS WITH PRESENT BANK	58	4	9	8	12
YEARS IN POSITION	57	2	4	3	6
REPORTING LEVEL	57	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	11	17
ASSET SIZE (MILLIONS)	58	$1,295.7	$5,657.3	$2,077.7	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$32,000	$39,924	$38,186	$47,025
BONUS	24	2,800	6,233	6,282	9,000
TOTAL COMPENSATION	58	32,775	42,503	39,100	50,753
AGE	58	39	47	48	55
YEARS OF EDUCATION	56	16	16	16	17
YEARS WITH PRESENT BANK	58	6	16	16	24
YEARS IN POSITION	57	3	6	4	8
REPORTING LEVEL	56	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	56	9	33	23	45
ASSET SIZE (MILLIONS)	58	$1,222.0	$5,399.7	$1,784.9	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$18,000	$24,626	$23,900	$28,600
BONUS	12	1,242	2,334	2,000	3,563
TOTAL COMPENSATION	51	19,000	25,175	25,000	29,670
AGE	50	35	42	40	45
YEARS OF EDUCATION	51	13	15	16	16
YEARS WITH PRESENT BANK	50	6	12	10	17
YEARS IN POSITION	48	2	4	3	5
REPORTING LEVEL	50	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	33	2	9	4	13
ASSET SIZE (MILLIONS)	51	$1,223.0	$5,548.7	$1,676.8	$4,322.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$13,860	$16,386	$16,000	$19,000
BONUS	7	585	1,277	1,125	2,200
TOTAL COMPENSATION	39	14,170	16,615	16,000	19,000
AGE	38	28	35	31	38
YEARS OF EDUCATION	38	12	15	16	16
YEARS WITH PRESENT BANK	38	4	6	6	8
YEARS IN POSITION	38	2	3	2	3
REPORTING LEVEL	38	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	12	2	4	3	5
ASSET SIZE (MILLIONS)	39	$1,223.0	$6,765.9	$1,618.3	$3,974.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$11,595	$14,738	$14,250	$16,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	30	11,648	14,894	14,463	17,438
AGE	30	31	40	36	50
YEARS OF EDUCATION	29	12	14	14	16
YEARS WITH PRESENT BANK	30	7	12	10	14
YEARS IN POSITION	30	2	4	4	5
REPORTING LEVEL	27	7	7	6	5
TOTAL EMPLOYEES SUPERVISED	10	3	12	5	18
ASSET SIZE (MILLIONS)	30	$1,280.7	$9,177.6	$2,180.6	$4,431.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$13,260	$16,063	$16,000	$18,131
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	32	13,260	16,071	16,000	18,131
AGE	28	25	29	27	29
YEARS OF EDUCATION	30	17	18	18	18
YEARS WITH PRESENT BANK	28	1	2	2	2
YEARS IN POSITION	28	1	2	2	2
REPORTING LEVEL	29	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	32	$1,318.3	$5,132.8	$2,328.8	$4,478.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,920	$12,331	$12,000	$13,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	43	10,920	12,353	12,000	13,500
AGE	38	24	26	25	26
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	38	1	2	2	2
YEARS IN POSITION	38	1	2	2	2
REPORTING LEVEL	37	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	43	$1,300.0	$4,508.4	$2,040.0	$4,356.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$38,000	$52,112	$48,400	$59,800
BONUS	39	5,000	12,027	9,000	13,100
TOTAL COMPENSATION	63	38,298	59,557	54,032	71,239
AGE	63	42	47	46	52
YEARS OF EDUCATION	61	14	15	16	16
YEARS WITH PRESENT BANK	63	7	18	19	27
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	199	660	370	638
ASSET SIZE (MILLIONS)	63	$1,300.0	$9,031.3	$2,115.5	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$20,953	$34,428	$29,576	$41,000
BONUS	6	1,763	6,140	3,613	12,422
TOTAL COMPENSATION	25	20,953	35,901	29,576	42,349
AGE	25	37	46	47	52
YEARS OF EDUCATION	25	14	15	16	16
YEARS WITH PRESENT BANK	25	10	17	13	23
YEARS IN POSITION	25	3	4	4	6
REPORTING LEVEL	23	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	12	208	51	175
ASSET SIZE (MILLIONS)	25	$1,366.5	$7,182.5	$2,653.7	$8,412.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$13,600	$17,311	$17,225	$19,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	27	13,600	17,574	17,919	19,500
AGE	26	32	42	38	53
YEARS OF EDUCATION	25	12	14	14	16
YEARS WITH PRESENT BANK	27	8	14	11	20
YEARS IN POSITION	26	2	5	4	6
REPORTING LEVEL	25	7	6	6	5
TOTAL EMPLOYEES SUPERVISED	12	1	53	4	23
ASSET SIZE (MILLIONS)	27	$1,305.1	$7,569.9	$2,305.2	$4,501.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$32,000	$41,849	$39,000	$48,500
BONUS	34	2,300	7,510	4,475	10,125
TOTAL COMPENSATION	63	34,500	45,901	41,400	53,125
AGE	62	40	47	47	53
YEARS OF EDUCATION	60	16	16	16	17
YEARS WITH PRESENT BANK	63	6	14	12	20
YEARS IN POSITION	62	2	5	5	7
REPORTING LEVEL	61	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	59	15	55	27	69
ASSET SIZE (MILLIONS)	63	$1,300.0	$8,620.8	$2,120.0	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,015	$35,471	$33,800	$41,250
BONUS	13	2,420	4,794	4,186	6,169
TOTAL COMPENSATION	37	25,556	37,156	34,650	44,850
AGE	36	34	39	37	42
YEARS OF EDUCATION	36	16	16	16	17
YEARS WITH PRESENT BANK	37	7	13	11	14
YEARS IN POSITION	37	3	5	4	6
REPORTING LEVEL	36	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	3	18	6	14
ASSET SIZE (MILLIONS)	37	$1,301.3	$6,251.9	$2,305.2	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$21,050	$26,039	$24,500	$30,153
BONUS	10	1,566	2,870	2,418	5,026
TOTAL COMPENSATION	56	21,050	26,552	24,750	30,153
AGE	55	44	51	54	59
YEARS OF EDUCATION	52	13	15	16	16
YEARS WITH PRESENT BANK	56	5	13	11	18
YEARS IN POSITION	53	3	5	4	8
REPORTING LEVEL	55	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	48	6	32	16	45
ASSET SIZE (MILLIONS)	56	$1,453.3	$8,223.0	$2,417.3	$4,651.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$20,754	$26,152	$25,200	$31,650
BONUS	8	659	1,991	1,517	2,677
TOTAL COMPENSATION	49	20,754	26,477	25,506	31,650
AGE	48	33	40	39	45
YEARS OF EDUCATION	47	16	16	17	18
YEARS WITH PRESENT BANK	49	4	9	7	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	48	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	3	9	7	12
ASSET SIZE (MILLIONS)	49	$1,460.6	$5,862.9	$2,420.0	$4,503.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	59	$44,000	$60,893	$56,000	$74,500
BONUS	38	4,595	11,772	9,500	14,685
TOTAL COMPENSATION	59	45,084	68,475	62,461	86,000
AGE	57	46	50	50	55
YEARS OF EDUCATION	56	16	17	17	19
YEARS WITH PRESENT BANK	59	8	17	18	25
YEARS IN POSITION	57	3	6	5	8
REPORTING LEVEL	57	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	58	64	209	127	267
ASSET SIZE (MILLIONS)	59	$1,358.0	$10,735.1	$2,400.0	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$25,000	$31,629	$31,750	$38,150
BONUS	14	1,150	3,050	2,219	5,130
TOTAL COMPENSATION	52	25,000	32,450	31,750	38,375
AGE	50	39	44	43	49
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	10	16	14	23
YEARS IN POSITION	50	3	5	5	7
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	28	76	44	102
ASSET SIZE (MILLIONS)	52	$1,300.6	$7,112.8	$2,109.6	$4,406.1

Cash Compensation Data

Region II: Mid-Atlantic

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: LESS THAN $10 MILLION

Of the 211 banks submitting data for the Mid-Atlantic region, four banks were in the Less Than $10 Million asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 18 positions in this asset size category.

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $10 TO $19 MILLION

Of the 211 banks submitting data for the Mid-Atlantic region, 14 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Branch Manager-Small
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
Instalment Loan Collector
Top Instalment Loan Officer
Junior Instalment Loan Officer
Top Internal Auditing Officer
General Loan Officer
Mortgage Loan Officer
Officer Trainee (College Graduate Program
Top Personnel Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$25,000	$39,877	$30,750	$40,665
BONUS	9	1,971	7,227	3,000	8,150
TOTAL COMPENSATION	14	27,341	44,522	35,275	41,075
AGE	14	47	55	58	61
YEARS OF EDUCATION	14	14	15	16	17
YEARS WITH PRESENT BANK	14	5	19	22	26
YEARS IN POSITION	14	4	10	7	16
REPORTING LEVEL	14	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	14	10	31	17	23
ASSET SIZE (MILLIONS)	14	$11.2	$14.3	$14.2	$17.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$15,450	$24,975	$19,250	$25,875
BONUS	9	1,280	3,889	1,736	4,000
TOTAL COMPENSATION	14	16,620	27,475	20,106	29,625
AGE	14	36	45	46	52
YEARS OF EDUCATION	14	12	14	12	16
YEARS WITH PRESENT BANK	14	5	14	13	21
YEARS IN POSITION	14	3	6	5	10
REPORTING LEVEL	13	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	11	4	15	9	22
ASSET SIZE (MILLIONS)	14	$11.2	$14.3	$14.2	$17.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$13,950	$30,250	$20,850	$43,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	14,969	33,663	21,750	48,000
AGE	6	35	44	45	52
YEARS OF EDUCATION	6	12	15	15	16
YEARS WITH PRESENT BANK	6	4	9	9	12
YEARS IN POSITION	6	3	4	5	6
REPORTING LEVEL	6	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	9	23	14	34
ASSET SIZE (MILLIONS)	6	$11.5	$14.7	$15.0	$18.0

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $20 TO $29 MILLION

Of the 211 banks submitting data for the Mid-Atlantic region, 18 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Top Business Development Officer
Top Comercial Loan Officer
Junior Commercial Loan Officer
Controller
Instalment Loan Collector
Junior Instalment Loan Officer
Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Personnel Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$26,325	$32,532	$31,250	$40,315
BONUS	15	1,100	2,710	3,617	4,000
TOTAL COMPENSATION	18	26,775	34,791	35,059	44,207
AGE	17	44	51	53	59
YEARS OF EDUCATION	17	13	15	16	16
YEARS WITH PRESENT BANK	17	7	17	14	30
YEARS IN POSITION	18	5	10	9	13
REPORTING LEVEL	18	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	17	16	24	26	33
ASSET SIZE (MILLIONS)	18	$21.7	$24.4	$23.7	$27.7

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$17,000	$21,430	$21,500	$25,000
BONUS	12	350	1,856	1,150	3,574
TOTAL COMPENSATION	15	18,000	22,915	22,163	27,000
AGE	15	39	44	43	52
YEARS OF EDUCATION	14	12	14	13	16
YEARS WITH PRESENT BANK	15	6	17	17	25
YEARS IN POSITION	15	5	8	8	13
REPORTING LEVEL	13	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	12	7	16	15	21
ASSET SIZE (MILLIONS)	15	$21.0	$24.3	$23.5	$27.7

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$11,750	$13,696	$12,920	$16,450
BONUS	9	413	964	840	1,598
TOTAL COMPENSATION	10	12,300	14,564	14,164	18,001
AGE	9	30	40	36	53
YEARS OF EDUCATION	9	12	13	12	14
YEARS WITH PRESENT BANK	9	3	8	4	12
YEARS IN POSITION	9	2	4	3	7
REPORTING LEVEL	8	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	3	5	5	6
ASSET SIZE (MILLIONS)	10	$23.3	$25.6	$26.1	$28.1

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$11,638	$13,635	$13,000	$15,950
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	12,038	14,316	13,175	17,166
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	4	12	11	20
YEARS IN POSITION	5	2	3	2	6
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED	5	2	5	4	8
ASSET SIZE (MILLIONS)	5	$23.0	$25.7	$26.3	$28.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$8,200	$11,440	$12,000	$14,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	8,238	12,506	13,000	16,528
AGE	5	28	31	30	35
YEARS OF EDUCATION	5	14	15	16	17
YEARS WITH PRESENT BANK	5	2	5	5	8
YEARS IN POSITION	5	1	2	1	3
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$24.0	$26.5	$27.7	$28.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$15,308	$18,169	$17,907	$21,480
BONUS	9	650	1,449	1,381	1,837
TOTAL COMPENSATION	11	17,000	19,355	17,907	23,040
AGE	11	34	41	35	50
YEARS OF EDUCATION	11	12	14	14	16
YEARS WITH PRESENT BANK	11	5	11	9	13
YEARS IN POSITION	11	2	5	3	4
REPORTING LEVEL	11	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	10	2	5	5	7
ASSET SIZE (MILLIONS)	11	$23.0	$25.1	$24.0	$28.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$15,600	$18,413	$19,500	$20,200
BONUS	6	1,613	2,095	1,821	2,520
TOTAL COMPENSATION	7	17,000	20,209	21,500	24,280
AGE	7	30	41	42	47
YEARS OF EDUCATION	7	12	13	14	14
YEARS WITH PRESENT BANK	7	4	19	24	29
YEARS IN POSITION	7	4	7	5	12
REPORTING LEVEL	6	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	6	12	10	18
ASSET SIZE (MILLIONS)	7	$23.0	$24.6	$23.0	$27.7

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $30 TO $39 MILLION

Of the 211 banks submitting data for the Mid-Atlantic region, 15 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category.

Branch Manager-Large
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Personnel Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$23,750	$33,224	$31,560	$38,688
BONUS	11	1,037	2,110	2,346	2,900
TOTAL COMPENSATION	14	25,888	34,882	33,395	41,703
AGE	14	48	53	54	56
YEARS OF EDUCATION	14	12	14	14	16
YEARS WITH PRESENT BANK	14	12	18	17	29
YEARS IN POSITION	13	3	7	5	13
REPORTING LEVEL	14	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	13	31	40	39	51
ASSET SIZE (MILLIONS)	14	$33.7	$35.1	$35.1	$37.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$18,200	$24,305	$24,600	$31,000
BONUS	10	619	1,516	1,613	2,220
TOTAL COMPENSATION	11	19,840	25,682	25,625	31,600
AGE	11	39	46	44	53
YEARS OF EDUCATION	11	12	14	12	16
YEARS WITH PRESENT BANK	11	7	18	21	29
YEARS IN POSITION	10	3	6	4	9
REPORTING LEVEL	8	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	11	10	32	25	53
ASSET SIZE (MILLIONS)	11	$32.9	$34.5	$34.0	$37.3

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$10,530	$12,548	$11,850	$13,800
BONUS	9	605	987	847	1,450
TOTAL COMPENSATION	12	11,056	13,289	11,970	15,012
AGE	12	30	40	35	53
YEARS OF EDUCATION	12	12	13	12	14
YEARS WITH PRESENT BANK	11	6	10	10	13
YEARS IN POSITION	11	2	4	5	6
REPORTING LEVEL	11	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	12	4	5	5	6
ASSET SIZE (MILLIONS)	12	$34.2	$35.6	$36.0	$37.9

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 30 TO $ 39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$8,000	$10,062	$8,500	$12,904
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	8,400	10,685	9,138	13,744
AGE	5	26	33	32	42
YEARS OF EDUCATION	5	12	12	12	13
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL	5	9	6	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$34.5	$35.9	$35.2	$37.6

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$11,500	$14,464	$13,620	$17,850
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	12,055	15,230	14,635	18,703
AGE	5	34	37	35	41
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	8	14	16	19
YEARS IN POSITION	5	3	5	5	8
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	3	4	3	6
ASSET SIZE (MILLIONS)	5	$35.1	$36.3	$36.0	$37.6

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$8,450	$10,264	$10,000	$12,210
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	8,798	10,820	10,000	13,253
AGE	5	26	35	29	47
YEARS OF EDUCATION	5	12	13	12	14
YEARS WITH PRESENT BANK	5	5	6	7	8
YEARS IN POSITION	5	2	2	2	3
REPORTING LEVEL	5	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$34.5	$35.8	$35.2	$37.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$13,080	$14,949	$14,760	$15,500
BONUS	6	581	1,223	1,350	1,666
TOTAL COMPENSATION	7	13,380	15,997	16,080	16,500
AGE	7	34	43	35	56
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	7	3	12	14	15
YEARS IN POSITION	7	2	3	3	3
REPORTING LEVEL	5	4	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$32.9	$35.0	$34.0	$37.7

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$13,750	$16,498	$18,000	$18,650
BONUS	6	557	1,237	1,188	1,918
TOTAL COMPENSATION	9	13,813	17,322	18,650	19,835
AGE	9	32	42	40	53
YEARS OF EDUCATION	9	12	13	13	15
YEARS WITH PRESENT BANK	8	5	11	9	16
YEARS IN POSITION	8	2	3	3	4
REPORTING LEVEL	8	4	3	4	2
TOTAL EMPLOYEES SUPERVISED	8	4	7	7	10
ASSET SIZE (MILLIONS)	9	$34.0	$35.7	$36.0	$38.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$16,375	$18,650	$19,000	$20,950
BONUS	7	500	1,446	1,475	2,040
TOTAL COMPENSATION	9	17,613	19,775	19,800	23,170
AGE	9	37	45	45	50
YEARS OF EDUCATION	9	12	13	13	15
YEARS WITH PRESENT BANK	9	6	16	17	20
YEARS IN POSITION	9	3	7	4	10
REPORTING LEVEL	9	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	14	24	30	35
ASSET SIZE (MILLIONS)	9	$33.4	$34.9	$34.0	$37.0

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $40 TO $49 MILLION

Of the 211 banks submitting data for the Mid-Atlantic region, 20 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Junior Commercial Loan Officer
Officer Trainee (College Graduate Program)
Top Personnel Officer

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$37,525	$42,353	$42,000	$43,801
BONUS	13	3,150	4,064	3,680	4,061
TOTAL COMPENSATION	20	41,475	44,994	44,150	47,880
AGE	20	48	53	55	58
YEARS OF EDUCATION	20	14	16	16	17
YEARS WITH PRESENT BANK	19	11	20	17	33
YEARS IN POSITION	20	4	9	8	12
REPORTING LEVEL	20	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	18	39	56	56	70
ASSET SIZE (MILLIONS)	20	$42.0	$45.5	$46.4	$49.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$24,800	$29,817	$29,660	$33,000
BONUS	11	1,983	2,838	2,300	3,246
TOTAL COMPENSATION	17	26,313	31,653	31,000	35,196
AGE	17	45	50	50	57
YEARS OF EDUCATION	16	14	15	16	16
YEARS WITH PRESENT BANK	17	10	20	17	31
YEARS IN POSITION	17	3	6	7	8
REPORTING LEVEL	17	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	15	33	46	45	70
ASSET SIZE (MILLIONS)	17	$41.9	$46.0	$48.0	$49.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,500	$18,870	$18,727	$19,640
BONUS	7	950	1,413	1,650	1,758
TOTAL COMPENSATION	11	17,700	19,769	19,203	20,485
AGE	11	38	45	45	52
YEARS OF EDUCATION	10	12	13	12	13
YEARS WITH PRESENT BANK	11	6	14	14	22
YEARS IN POSITION	11	5	7	6	8
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	10	10	16	12	16
ASSET SIZE (MILLIONS)	11	$45.0	$46.6	$49.0	$49.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$12,495	$15,428	$15,250	$18,000
BONUS	11	925	1,581	1,500	2,285
TOTAL COMPENSATION	18	13,581	16,394	16,127	18,964
AGE	18	34	42	40	49
YEARS OF EDUCATION	17	12	13	12	13
YEARS WITH PRESENT BANK	18	5	12	10	18
YEARS IN POSITION	18	3	6	6	8
REPORTING LEVEL	17	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	17	3	5	5	6
ASSET SIZE (MILLIONS)	18	$42.0	$45.6	$46.4	$49.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$15,850	$19,991	$20,200	$24,028
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	16,596	20,669	22,100	24,028
AGE	5	34	40	36	49
YEARS OF EDUCATION	5	14	16	16	18
YEARS WITH PRESENT BANK	5	2	5	5	9
YEARS IN POSITION	5	1	3	3	6
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$42.9	$46.4	$48.0	$49.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$15,488	$21,428	$21,262	$27,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	16,594	21,861	21,262	27,250
AGE	10	32	39	37	45
YEARS OF EDUCATION	10	12	15	16	16
YEARS WITH PRESENT BANK	10	5	12	7	21
YEARS IN POSITION	10	4	6	6	7
REPORTING LEVEL	10	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	2	6	6	7
ASSET SIZE (MILLIONS)	10	$41.9	$45.8	$46.6	$48.6

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 40 TO $ 49 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$16,300	$19,409	$18,400	$22,000
BONUS	7	1,500	1,645	1,602	1,875
TOTAL COMPENSATION	11	17,000	20,456	19,950	24,285
AGE	11	37	46	43	54
YEARS OF EDUCATION	11	12	14	14	16
YEARS WITH PRESENT BANK	11	7	13	12	19
YEARS IN POSITION	11	3	6	6	8
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	4	22	8	45
ASSET SIZE (MILLIONS)	11	$42.0	$46.3	$48.3	$49.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$9,308	$11,835	$12,560	$14,010
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	9,308	12,122	12,780	14,972
AGE	6	26	33	30	39
YEARS OF EDUCATION	5	12	14	14	15
YEARS WITH PRESENT BANK	6	2	4	4	6
YEARS IN POSITION	6	1	3	2	4
REPORTING LEVEL	5	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$43.9	$45.6	$45.1	$48.4

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$14,820	$18,893	$17,700	$21,900
BONUS	7	1,200	2,172	1,875	2,855
TOTAL COMPENSATION	15	15,390	19,907	17,700	21,900
AGE	15	34	43	39	53
YEARS OF EDUCATION	14	12	13	12	15
YEARS WITH PRESENT BANK	15	7	15	13	18
YEARS IN POSITION	15	4	8	6	11
REPORTING LEVEL	15	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	3	5	5	6
ASSET SIZE (MILLIONS)	15	$42.0	$45.6	$45.2	$49.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$11,468	$12,750	$12,306	$13,770
BONUS	9	708	1,107	1,000	1,511
TOTAL COMPENSATION	12	11,910	13,580	13,238	14,750
AGE	12	29	38	33	52
YEARS OF EDUCATION	11	12	14	14	16
YEARS WITH PRESENT BANK	12	4	10	6	14
YEARS IN POSITION	12	2	4	3	4
REPORTING LEVEL	12	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	3	5	4	8
ASSET SIZE (MILLIONS)	12	$42.0	$45.6	$46.6	$49.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$13,000	$15,305	$14,580	$18,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	13,100	15,563	15,140	18,900
AGE	11	32	40	36	44
YEARS OF EDUCATION	11	14	15	16	16
YEARS WITH PRESENT BANK	11	2	6	4	8
YEARS IN POSITION	11	2	5	4	8
REPORTING LEVEL	8	5	4	3	3
TOTAL EMPLOYEES SUPERVISED	5	1	1	1	2
ASSET SIZE (MILLIONS)	11	$42.0	$45.8	$45.2	$49.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$16,485	$19,384	$17,975	$21,563
BONUS	7	1,450	1,501	1,580	1,673
TOTAL COMPENSATION	8	17,634	20,697	19,537	23,518
AGE	8	44	48	48	52
YEARS OF EDUCATION	7	12	13	12	14
YEARS WITH PRESENT BANK	8	8	16	16	24
YEARS IN POSITION	8	3	9	10	12
REPORTING LEVEL	8	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	3	8	6	13
ASSET SIZE (MILLIONS)	8	$41.3	$45.6	$46.4	$48.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$13,260	$16,113	$16,197	$18,861
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	14,520	17,618	16,943	20,236
AGE	6	33	43	46	52
YEARS OF EDUCATION	6	12	14	14	16
YEARS WITH PRESENT BANK	6	7	15	14	25
YEARS IN POSITION	6	3	7	7	10
REPORTING LEVEL	6	4	4	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$42.0	$45.7	$46.6	$48.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$16,500	$20,175	$20,400	$23,356
BONUS	10	1,165	1,571	1,496	1,788
TOTAL COMPENSATION	16	18,591	21,156	21,394	23,569
AGE	16	39	45	43	48
YEARS OF EDUCATION	15	12	13	13	14
YEARS WITH PRESENT BANK	16	9	18	18	24
YEARS IN POSITION	14	2	5	5	7
REPORTING LEVEL	16	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	13	31	25	45
ASSET SIZE (MILLIONS)	16	$41.8	$44.8	$45.0	$48.7

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$16,000	$19,049	$18,000	$22,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	16,000	19,921	19,640	22,500
AGE	7	48	51	53	57
YEARS OF EDUCATION	7	12	13	13	16
YEARS WITH PRESENT BANK	7	3	18	24	27
YEARS IN POSITION	7	2	9	10	13
REPORTING LEVEL	7	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	1	2	1	3
ASSET SIZE (MILLIONS)	7	$42.0	$45.8	$47.7	$48.0

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $50 TO $99 MILLION

Of the 211 banks submitting data for the Mid-Atlantic region, 36 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Advertising Officer
Bond Department Manager
Branch Manager-Large
Top Business Development Officer
Business Development Officer
Top Correspondent Bank Officer
Top International Banking Officer
Officer Trainee (Master's Degree)
Personal Banking Manager
Personal Banking Officer
Portfolio Manager
Training Director

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$40,000	$47,371	$45,000	$52,200
BONUS	16	2,329	6,212	3,720	5,938
TOTAL COMPENSATION	35	40,000	50,211	46,000	54,815
AGE	35	46	53	53	57
YEARS OF EDUCATION	34	14	15	16	16
YEARS WITH PRESENT BANK	35	9	18	17	27
YEARS IN POSITION	35	4	9	7	12
REPORTING LEVEL	35	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	34	62	96	89	113
ASSET SIZE (MILLIONS)	35	$60.7	$73.2	$75.0	$80.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$28,815	$39,209	$33,870	$40,030
BONUS	11	2,150	4,116	2,640	5,000
TOTAL COMPENSATION	28	29,122	40,826	35,530	41,510
AGE	28	38	47	46	52
YEARS OF EDUCATION	27	12	15	16	16
YEARS WITH PRESENT BANK	28	6	18	15	29
YEARS IN POSITION	27	2	6	4	7
REPORTING LEVEL	27	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	27	23	62	66	92
ASSET SIZE (MILLIONS)	28	$60.2	$73.6	$76.2	$81.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$19,175	$26,585	$25,000	$30,370
BONUS	7	1,400	2,343	1,900	2,225
TOTAL COMPENSATION	16	19,581	27,610	26,225	30,370
AGE	16	37	42	40	47
YEARS OF EDUCATION	15	12	15	14	17
YEARS WITH PRESENT BANK	16	7	12	12	17
YEARS IN POSITION	15	2	4	4	7
REPORTING LEVEL	16	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	16	3	36	16	82
ASSET SIZE (MILLIONS)	16	$65.0	$76.6	$76.6	$89.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$21,750	$27,540	$28,500	$32,850
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	21,750	27,840	28,500	33,600
AGE	5	32	50	48	70
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	8	17	20	25
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$68.5	$74.6	$75.0	$80.6

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$18,750	$20,941	$20,000	$22,676
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	19,150	21,309	20,000	23,050
AGE	14	37	45	45	52
YEARS OF EDUCATION	13	12	14	13	16
YEARS WITH PRESENT BANK	14	3	10	7	18
YEARS IN POSITION	14	2	2	2	3
REPORTING LEVEL	14	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	14	10	33	39	50
ASSET SIZE (MILLIONS)	14	$63.0	$73.7	$73.6	$83.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$14,040	$16,683	$16,500	$18,824
BONUS	9	575	935	1,011	1,248
TOTAL COMPENSATION	19	14,739	17,126	16,500	19,835
AGE	19	32	38	36	42
YEARS OF EDUCATION	18	12	13	12	14
YEARS WITH PRESENT BANK	19	7	12	10	16
YEARS IN POSITION	18	2	4	3	5
REPORTING LEVEL	18	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	19	10	13	12	16
ASSET SIZE (MILLIONS)	19	$60.0	$75.4	$77.1	$86.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	33	$13,000	$14,972	$14,560	$16,367
BONUS	12	740	963	1,033	1,200
TOTAL COMPENSATION	33	13,000	15,322	15,132	16,729
AGE	33	37	44	43	53
YEARS OF EDUCATION	32	12	13	12	13
YEARS WITH PRESENT BANK	33	7	12	11	16
YEARS IN POSITION	31	2	6	5	9
REPORTING LEVEL	32	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	32	5	6	5	7
ASSET SIZE (MILLIONS)	33	$64.0	$73.9	$75.2	$80.6

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$11,000	$12,605	$12,000	$13,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	11,000	12,749	12,000	13,500
AGE	7	27	39	33	50
YEARS OF EDUCATION	6	14	14	14	16
YEARS WITH PRESENT BANK	7	6	10	7	18
YEARS IN POSITION	6	1	3	2	4
REPORTING LEVEL	7	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	7	1	3	2	4
ASSET SIZE (MILLIONS)	7	$75.2	$83.5	$81.3	$90.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$23,625	$26,219	$25,012	$30,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	17	23,625	26,737	25,500	30,000
AGE	17	36	41	40	44
YEARS OF EDUCATION	16	14	15	16	16
YEARS WITH PRESENT BANK	17	4	8	8	10
YEARS IN POSITION	16	2	5	4	7
REPORTING LEVEL	17	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	16	6	10	8	13
ASSET SIZE (MILLIONS)	17	$65.6	$76.1	$77.5	$83.6

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$17,500	$19,426	$19,875	$21,775
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	17,500	19,728	19,875	22,504
AGE	16	33	39	37	44
YEARS OF EDUCATION	15	12	14	14	16
YEARS WITH PRESENT BANK	16	3	11	11	17
YEARS IN POSITION	15	2	3	3	5
REPORTING LEVEL	16	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	10	2	4	3	5
ASSET SIZE (MILLIONS)	16	$64.3	$74.0	$77.5	$81.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$14,155	$15,129	$15,000	$16,500
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	8	14,155	15,129	15,000	16,500
AGE	8	31	36	33	41
YEARS OF EDUCATION	7	14	15	16	16
YEARS WITH PRESENT BANK	8	1	4	3	8
YEARS IN POSITION	8	1	2	2	2
REPORTING LEVEL	8	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$72.9	$77.1	$79.0	$84.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$17,450	$22,910	$19,800	$22,625
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	17,765	23,286	20,162	23,510
AGE	10	32	38	39	41
YEARS OF EDUCATION	10	12	14	14	16
YEARS WITH PRESENT BANK	10	4	7	6	10
YEARS IN POSITION	9	4	5	5	7
REPORTING LEVEL	10	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	10	3	12	5	21
ASSET SIZE (MILLIONS)	10	$60.2	$71.6	$74.1	$79.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$23,075	$28,741	$24,200	$31,390
BONUS	8	1,138	2,682	2,520	3,168
TOTAL COMPENSATION	21	23,075	29,763	25,560	33,470
AGE	21	37	43	39	50
YEARS OF EDUCATION	20	13	15	16	16
YEARS WITH PRESENT BANK	21	5	12	10	16
YEARS IN POSITION	21	3	5	4	7
REPORTING LEVEL	21	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	21	3	19	7	25
ASSET SIZE (MILLIONS)	21	$68.9	$77.1	$79.0	$86.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$10,625	$12,544	$11,880	$15,225
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	10,720	12,666	11,930	15,471
AGE	12	28	34	32	38
YEARS OF EDUCATION	11	12	14	14	16
YEARS WITH PRESENT BANK	12	2	4	4	6
YEARS IN POSITION	11	2	3	2	4
REPORTING LEVEL	12	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	9	1	4	2	4
ASSET SIZE (MILLIONS)	12	$75.7	$82.7	$80.6	$90.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	29	$14,825	$18,776	$18,000	$21,178
BONUS	12	854	1,203	1,200	1,506
TOTAL COMPENSATION	29	15,874	19,274	18,400	22,218
AGE	29	34	43	39	51
YEARS OF EDUCATION	28	12	13	12	14
YEARS WITH PRESENT BANK	29	5	11	10	16
YEARS IN POSITION	28	2	6	4	8
REPORTING LEVEL	29	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	29	4	7	4	9
ASSET SIZE (MILLIONS)	29	$64.0	$73.4	$75.0	$80.6

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$12,268	$14,965	$14,244	$18,301
BONUS	6	589	853	998	1,026
TOTAL COMPENSATION	18	12,500	15,250	14,244	18,475
AGE	18	31	41	39	49
YEARS OF EDUCATION	17	12	13	12	14
YEARS WITH PRESENT BANK	18	6	10	10	14
YEARS IN POSITION	17	2	4	4	5
REPORTING LEVEL	18	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	13	2	7	4	12
ASSET SIZE (MILLIONS)	18	$68.7	$77.5	$78.9	$86.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$13,853	$16,747	$15,875	$19,859
BONUS	8	916	1,090	1,199	1,298
TOTAL COMPENSATION	28	14,303	17,059	15,921	19,859
AGE	27	31	37	37	43
YEARS OF EDUCATION	26	14	15	15	16
YEARS WITH PRESENT BANK	28	3	8	6	12
YEARS IN POSITION	27	3	4	4	6
REPORTING LEVEL	23	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	23	1	4	1	2
ASSET SIZE (MILLIONS)	28	$64.3	$72.9	$74.6	$80.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$19,440	$24,218	$25,500	$30,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	20,108	24,800	25,500	30,900
AGE	9	37	43	40	49
YEARS OF EDUCATION	9	12	14	16	16
YEARS WITH PRESENT BANK	9	4	7	6	11
YEARS IN POSITION	9	1	2	2	4
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	2	10	5	11
ASSET SIZE (MILLIONS)	9	$61.5	$71.0	$74.2	$78.9

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$12,500	$19,271	$16,750	$30,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	13,470	19,821	16,750	30,000
AGE	7	29	42	43	54
YEARS OF EDUCATION	6	12	14	14	17
YEARS WITH PRESENT BANK	7	4	9	8	10
YEARS IN POSITION	6	2	5	6	8
REPORTING LEVEL	7	3	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$70.0	$75.1	$79.0	$80.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$13,830	$18,892	$19,550	$23,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	14,063	19,213	19,675	23,800
AGE	12	32	40	35	50
YEARS OF EDUCATION	12	12	13	12	14
YEARS WITH PRESENT BANK	12	7	16	11	28
YEARS IN POSITION	12	3	6	5	6
REPORTING LEVEL	12	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	11	1	3	2	4
ASSET SIZE (MILLIONS)	12	$63.6	$77.0	$77.1	$88.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$14,065	$18,059	$17,300	$22,139
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	14,409	18,630	18,155	22,510
AGE	8	33	45	46	56
YEARS OF EDUCATION	7	12	13	12	14
YEARS WITH PRESENT BANK	8	9	19	17	27
YEARS IN POSITION	7	2	5	3	7
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	1	3	4	5
ASSET SIZE (MILLIONS)	8	$60.2	$74.5	$77.5	$80.9

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,840	$11,342	$10,500	$13,264
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	9,840	11,387	10,728	13,264
AGE	5	23	30	27	39
YEARS OF EDUCATION	5	12	14	14	16
YEARS WITH PRESENT BANK	5	2	9	5	17
YEARS IN POSITION	5	2	2	2	3
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$77.7	$79.8	$78.0	$82.9

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,260	$12,674	$14,300	$15,275
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	9,260	12,974	14,300	16,025
AGE	5	31	41	33	55
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	11	14	13	19
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL	5	6	5	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$57.5	$66.8	$60.0	$79.6

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$8,173	$9,209	$9,274	$10,448
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	8,529	9,375	9,274	10,743
AGE	8	24	26	25	27
YEARS OF EDUCATION	7	16	16	16	16
YEARS WITH PRESENT BANK	8	2	3	3	3
YEARS IN POSITION	8	2	2	2	3
REPORTING LEVEL	8	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$76.2	$80.4	$80.0	$83.3

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$18,250	$25,588	$23,040	$27,375
BONUS	10	1,308	1,820	1,566	2,300
TOTAL COMPENSATION	25	18,250	26,316	23,088	28,683
AGE	24	36	42	42	47
YEARS OF EDUCATION	24	12	14	14	16
YEARS WITH PRESENT BANK	25	8	15	14	23
YEARS IN POSITION	24	2	5	5	7
REPORTING LEVEL	25	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	24	11	33	22	49
ASSET SIZE (MILLIONS)	25	$62.0	$73.6	$75.0	$80.6

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$15,313	$20,507	$16,250	$19,276
BONUS	5	923	1,539	1,544	2,152
TOTAL COMPENSATION	12	15,313	21,148	16,673	20,828
AGE	12	40	47	45	55
YEARS OF EDUCATION	12	12	14	13	16
YEARS WITH PRESENT BANK	12	5	13	11	15
YEARS IN POSITION	12	2	4	4	6
REPORTING LEVEL	12	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	11	1	8	1	7
ASSET SIZE (MILLIONS)	12	$67.8	$77.2	$78.9	$85.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$11,816	$19,827	$17,450	$26,616
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	11,968	20,090	17,450	26,616
AGE	8	37	48	51	58
YEARS OF EDUCATION	7	12	13	12	16
YEARS WITH PRESENT BANK	8	8	18	14	30
YEARS IN POSITION	7	2	5	4	8
REPORTING LEVEL	8	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	3	27	5	63
ASSET SIZE (MILLIONS)	8	$74.2	$81.5	$80.6	$89.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$17,875	$26,198	$22,200	$26,325
BONUS	7	1,388	2,116	1,840	2,670
TOTAL COMPENSATION	18	18,188	27,021	22,298	27,179
AGE	18	35	44	41	54
YEARS OF EDUCATION	17	14	15	16	16
YEARS WITH PRESENT BANK	18	3	11	11	14
YEARS IN POSITION	18	2	7	5	10
REPORTING LEVEL	18	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	18	2	7	4	6
ASSET SIZE (MILLIONS)	18	$68.7	$74.7	$76.4	$80.3

GEOGRAPHIC REGION: 2
ASSET SIZE: $ 50 TO $ 99 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$11,425	$15,397	$14,883	$18,875
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	11,947	15,792	15,564	18,875
AGE	10	29	44	42	58
YEARS OF EDUCATION	9	12	13	12	14
YEARS WITH PRESENT BANK	10	6	11	11	17
YEARS IN POSITION	10	3	5	4	7
REPORTING LEVEL	10	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	1	2	2	4
ASSET SIZE (MILLIONS)	10	$72.2	$76.2	$77.3	$80.2

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $100 TO $249 MILLION

Of the 211 banks submitting data for the Mid-Atlantic region, 48 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Bond Department Manager
Top Correspondent Bank Officer
Top International Banking Officer
Officer Trainee (Master's Degree)
Personal Banking Manager
Portfolio Manager
Training Director

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$50.000	$61.331	$57.000	$75.000
BONUS	20	2.352	5.476	5.580	6.626
TOTAL COMPENSATION	47	50.000	63.662	63.000	75.760
AGE	47	50	54	54	60
YEARS OF EDUCATION	46	13	15	16	16
YEARS WITH PRESENT BANK	47	8	19	19	30
YEARS IN POSITION	47	3	7	6	10
REPORTING LEVEL	47	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	46	138	181	181	236
ASSET SIZE (MILLIONS)	47	$117.7	$154.4	$140.0	$187.3

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$36.036	$43.110	$40.500	$48.100
BONUS	17	1.925	4.221	3.101	5.660
TOTAL COMPENSATION	37	38.099	45.049	44.100	50.792
AGE	36	42	50	51	56
YEARS OF EDUCATION	37	14	15	16	16
YEARS WITH PRESENT BANK	37	6	18	16	28
YEARS IN POSITION	37	3	6	5	9
REPORTING LEVEL	37	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	37	30	118	131	180
ASSET SIZE (MILLIONS)	37	$121.8	$155.5	$143.0	$184.6

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$25,150	$30,178	$29,300	$35,143
BONUS	8	463	1,991	1,921	3,257
TOTAL COMPENSATION	16	25,685	31,173	30,450	36,706
AGE	16	42	49	48	58
YEARS OF EDUCATION	16	12	14	14	16
YEARS WITH PRESENT BANK	16	9	17	14	24
YEARS IN POSITION	16	3	6	6	9
REPORTING LEVEL	15	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	15	20	55	29	100
ASSET SIZE (MILLIONS)	16	$115.9	$153.1	$134.9	$185.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$13,000	$16,099	$16,000	$19,000
BONUS	6	138	770	870	1,296
TOTAL COMPENSATION	11	13,100	16,519	17,350	19,500
AGE	11	40	48	49	55
YEARS OF EDUCATION	11	12	14	14	16
YEARS WITH PRESENT BANK	11	8	15	12	21
YEARS IN POSITION	11	4	6	6	8
REPORTING LEVEL	11	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	10	1	2	2	3
ASSET SIZE (MILLIONS)	11	$134.0	$172.0	$178.0	$200.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$21,000	$28,206	$27,565	$34,700
BONUS	5	100	1,736	1,330	3,575
TOTAL COMPENSATION	11	22,330	28,995	27,565	34,700
AGE	11	32	44	41	55
YEARS OF EDUCATION	11	12	16	16	17
YEARS WITH PRESENT BANK	11	7	15	10	23
YEARS IN POSITION	11	3	6	5	8
REPORTING LEVEL	11	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	1	3	2	4
ASSET SIZE (MILLIONS)	11	$134.0	$171.0	$171.0	$205.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$21,234	$25,939	$25,750	$29,750
BONUS	12	910	2,321	1,961	3,871
TOTAL COMPENSATION	32	21,234	26,809	26,628	31,325
AGE	31	38	44	43	51
YEARS OF EDUCATION	32	12	14	15	16
YEARS WITH PRESENT BANK	32	9	17	16	22
YEARS IN POSITION	32	2	5	4	8
REPORTING LEVEL	31	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	32	20	62	50	98
ASSET SIZE (MILLIONS)	32	$129.0	$161.5	$164.3	$191.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$17,950	$20,528	$20,152	$23,725
BONUS	5	768	1,454	1,520	2,109
TOTAL COMPENSATION	14	18,100	21,047	20,912	23,725
AGE	13	37	44	44	48
YEARS OF EDUCATION	13	12	13	12	15
YEARS WITH PRESENT BANK	13	8	17	16	26
YEARS IN POSITION	13	3	5	4	7
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	14	12	20	17	32
ASSET SIZE (MILLIONS)	14	$126.2	$162.9	$150.8	$209.7

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$16,937	$19,603	$18,800	$21,780
BONUS	15	315	1,191	1,031	1,800
TOTAL COMPENSATION	39	17,380	20,061	19,032	22,260
AGE	38	36	44	43	51
YEARS OF EDUCATION	38	12	13	12	14
YEARS WITH PRESENT BANK	37	8	16	16	21
YEARS IN POSITION	37	3	6	4	8
REPORTING LEVEL	38	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	39	10	13	12	14
ASSET SIZE (MILLIONS)	39	$128.4	$161.2	$170.0	$193.1

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$13,110	$15,278	$15,264	$17,453
BONUS	16	188	901	907	1,366
TOTAL COMPENSATION	45	13,350	15,598	15,500	17,553
AGE	41	34	42	41	50
YEARS OF EDUCATION	41	12	14	13	15
YEARS WITH PRESENT BANK	41	8	13	11	16
YEARS IN POSITION	41	3	6	5	8
REPORTING LEVEL	44	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	44	5	6	7	8
ASSET SIZE (MILLIONS)	45	$121.8	$154.8	$140.0	$187.6

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$19,600	$25,066	$26,800	$28,500
BONUS	5	125	1,320	1,600	2,375
TOTAL COMPENSATION	11	19,600	25,666	26,800	29,569
AGE	11	38	46	45	57
YEARS OF EDUCATION	11	13	15	15	16
YEARS WITH PRESENT BANK	11	4	13	8	15
YEARS IN POSITION	11	2	4	3	5
REPORTING LEVEL	11	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	8	1	5	2	5
ASSET SIZE (MILLIONS)	11	$170.0	$191.7	$193.1	$223.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$16,050	$20,118	$20,300	$23,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	16,050	20,387	20,550	23,593
AGE	12	44	51	53	60
YEARS OF EDUCATION	12	12	14	14	16
YEARS WITH PRESENT BANK	12	4	9	7	11
YEARS IN POSITION	12	2	4	2	7
REPORTING LEVEL	12	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	1	2	2	2
ASSET SIZE (MILLIONS)	12	$115.2	$163.3	$153.9	$207.9

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$13,950	$16,503	$16,550	$18,300
BONUS	8	772	1,067	1,109	1,364
TOTAL COMPENSATION	18	13,950	16,977	17,634	19,311
AGE	18	36	43	40	51
YEARS OF EDUCATION	18	12	14	14	16
YEARS WITH PRESENT BANK	18	6	9	9	10
YEARS IN POSITION	18	2	5	4	7
REPORTING LEVEL	17	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	17	3	6	5	8
ASSET SIZE (MILLIONS)	18	$132.8	$169.9	$175.0	$197.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$20,750	$27,026	$25,750	$33,000
BONUS	12	1,243	2,099	2,339	3,000
TOTAL COMPENSATION	30	22,100	27,866	25,750	33,725
AGE	30	36	43	39	50
YEARS OF EDUCATION	30	12	15	16	16
YEARS WITH PRESENT BANK	30	5	14	12	21
YEARS IN POSITION	30	3	5	3	6
REPORTING LEVEL	29	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	30	4	11	8	14
ASSET SIZE (MILLIONS)	30	$129.2	$163.6	$164.3	$194.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$17,000	$21,913	$21,152	$25,250
BONUS	11	1,000	1,355	1,266	1,894
TOTAL COMPENSATION	28	17,900	22,446	21,785	25,366
AGE	27	35	41	39	47
YEARS OF EDUCATION	27	13	15	16	16
YEARS WITH PRESENT BANK	27	7	13	12	19
YEARS IN POSITION	27	3	5	3	7
REPORTING LEVEL	27	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	20	2	8	5	11
ASSET SIZE (MILLIONS)	28	$131.4	$170.3	$177.6	$202.1

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$13,100	$15,129	$14,300	$16,000
BONUS	5	328	776	750	1,237
TOTAL COMPENSATION	19	13,264	15,333	14,300	17,350
AGE	18	29	32	31	32
YEARS OF EDUCATION	18	13	15	16	16
YEARS WITH PRESENT BANK	18	3	9	8	12
YEARS IN POSITION	18	2	3	2	6
REPORTING LEVEL	18	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	9	2	4	5	6
ASSET SIZE (MILLIONS)	19	$129.3	$170.0	$178.0	$200.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$17,300	$23,441	$24,548	$28,770
BONUS	11	150	1,262	960	2,205
TOTAL COMPENSATION	25	17,400	23,996	24,548	29,353
AGE	25	35	39	39	43
YEARS OF EDUCATION	25	14	14	14	16
YEARS WITH PRESENT BANK	25	9	13	13	19
YEARS IN POSITION	25	4	6	4	7
REPORTING LEVEL	25	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	25	10	20	16	33
ASSET SIZE (MILLIONS)	25	$127.6	$160.1	$146.5	$198.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$22,000	$27,530	$25,476	$32,246
BONUS	14	492	1,907	1,578	2,991
TOTAL COMPENSATION	36	22,425	28,271	26,400	32,950
AGE	35	35	40	39	46
YEARS OF EDUCATION	36	12	15	16	17
YEARS WITH PRESENT BANK	36	7	13	11	18
YEARS IN POSITION	36	3	7	5	7
REPORTING LEVEL	35	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	34	4	18	7	11
ASSET SIZE (MILLIONS)	36	$119.0	$158.2	$152.5	$191.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$11,700	$13,143	$13,000	$14,000
BONUS	8	113	661	729	1,108
TOTAL COMPENSATION	23	12,000	13,373	13,100	14,250
AGE	22	31	37	33	42
YEARS OF EDUCATION	21	12	13	13	14
YEARS WITH PRESENT BANK	22	5	9	9	11
YEARS IN POSITION	22	2	4	4	5
REPORTING LEVEL	23	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	22	3	6	5	7
ASSET SIZE (MILLIONS)	23	$116.7	$155.7	$143.0	$188.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$18,425	$22,751	$22,200	$25,574
BONUS	15	227	1,544	1,701	2,700
TOTAL COMPENSATION	40	20,007	23,330	22,614	26,225
AGE	39	39	47	47	53
YEARS OF EDUCATION	39	12	14	13	16
YEARS WITH PRESENT BANK	39	8	14	10	22
YEARS IN POSITION	39	3	7	5	11
REPORTING LEVEL	39	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	8	15	15	20
ASSET SIZE (MILLIONS)	40	$128.6	$159.6	$145.2	$191.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	34	$15,378	$17,519	$16,900	$20,175
BONUS	12	246	963	991	1,430
TOTAL COMPENSATION	34	15,896	17,859	17,526	20,625
AGE	33	35	41	40	46
YEARS OF EDUCATION	33	12	14	13	16
YEARS WITH PRESENT BANK	33	7	12	11	16
YEARS IN POSITION	33	3	6	5	8
REPORTING LEVEL	33	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	4	10	7	16
ASSET SIZE (MILLIONS)	34	$123.9	$160.0	$152.5	$194.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$15,525	$18,718	$18,710	$22,169
BONUS	17	289	1,167	1,240	1,614
TOTAL COMPENSATION	40	16,039	19,215	18,861	22,500
AGE	40	35	42	43	47
YEARS OF EDUCATION	40	12	14	14	16
YEARS WITH PRESENT BANK	40	5	14	12	23
YEARS IN POSITION	40	3	6	5	10
REPORTING LEVEL	37	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	39	2	3	3	5
ASSET SIZE (MILLIONS)	40	$129.0	$156.1	$143.5	$186.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$16,451	$20,133	$20,000	$26,500
BONUS	6	138	691	760	1,095
TOTAL COMPENSATION	17	16,701	20,377	20,000	26,500
AGE	17	35	40	40	42
YEARS OF EDUCATION	17	12	15	16	16
YEARS WITH PRESENT BANK	17	4	11	11	19
YEARS IN POSITION	17	2	3	2	5
REPORTING LEVEL	16	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	3	9	9	11
ASSET SIZE (MILLIONS)	17	$131.5	$173.2	$178.0	$219.7

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$17,500	$22,860	$21,000	$26,500
BONUS	7	100	1,680	1,157	3,015
TOTAL COMPENSATION	27	17,500	23,295	22,000	26,500
AGE	27	34	43	40	51
YEARS OF EDUCATION	27	14	15	16	16
YEARS WITH PRESENT BANK	27	6	12	10	14
YEARS IN POSITION	26	3	6	6	10
REPORTING LEVEL	26	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	24	1	4	2	4
ASSET SIZE (MILLIONS)	27	$129.3	$168.0	$174.0	$200.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$20,960	$24,590	$24,700	$27,540
BONUS	11	295	1,782	2,000	2,880
TOTAL COMPENSATION	27	21,000	25,316	25,000	27,540
AGE	27	39	49	52	58
YEARS OF EDUCATION	27	12	14	14	16
YEARS WITH PRESENT BANK	27	9	20	17	32
YEARS IN POSITION	27	3	7	6	12
REPORTING LEVEL	27	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	26	3	6	5	6
ASSET SIZE (MILLIONS)	27	$129.3	$166.1	$171.0	$200.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$13,500	$17,532	$16,595	$19,388
BONUS	9	325	1,271	825	2,295
TOTAL COMPENSATION	22	13,549	18,052	16,595	19,950
AGE	21	33	45	40	56
YEARS OF EDUCATION	21	12	13	13	15
YEARS WITH PRESENT BANK	21	11	16	13	21
YEARS IN POSITION	21	2	7	5	10
REPORTING LEVEL	21	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	17	2	5	3	5
ASSET SIZE (MILLIONS)	22	$123.6	$154.0	$139.8	$189.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$11,180	$12,988	$12,900	$14,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	11,180	13,011	12,900	14,250
AGE	13	30	36	36	42
YEARS OF EDUCATION	13	12	13	13	15
YEARS WITH PRESENT BANK	13	5	10	8	15
YEARS IN POSITION	13	2	3	3	5
REPORTING LEVEL	13	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	8	1	3	3	4
ASSET SIZE (MILLIONS)	13	$113.5	$147.4	$132.8	$178.1

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$11,498	$13,016	$11,960	$14,291
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	11,498	13,151	12,750	14,366
AGE	8	36	46	45	58
YEARS OF EDUCATION	8	12	13	12	14
YEARS WITH PRESENT BANK	8	10	16	16	25
YEARS IN POSITION	8	2	6	5	10
REPORTING LEVEL	9	6	4	5	3
TOTAL EMPLOYEES SUPERVISED	5	2	5	5	9
ASSET SIZE (MILLIONS)	9	$131.5	$163.0	$139.6	$201.4

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$8,900	$9,557	$9,600	$10,004
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	8,900	9,569	9,600	10,104
AGE	15	24	26	25	28
YEARS OF EDUCATION	15	16	16	16	16
YEARS WITH PRESENT BANK	15	2	3	2	4
YEARS IN POSITION	15	2	2	2	2
REPORTING LEVEL	15	5	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	15	$129.3	$164.1	$171.0	$202.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$22,500	$27,228	$27,000	$30,400
BONUS	14	385	1,996	2,064	2,830
TOTAL COMPENSATION	37	22,900	27,983	27,500	32,526
AGE	37	36	45	45	52
YEARS OF EDUCATION	37	12	14	13	16
YEARS WITH PRESENT BANK	37	9	18	16	29
YEARS IN POSITION	37	3	6	4	10
REPORTING LEVEL	37	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	37	19	57	29	63
ASSET SIZE (MILLIONS)	37	$116.1	$151.5	$139.6	$183.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$16,050	$19,448	$20,020	$23,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	17,260	20,142	20,020	24,935
AGE	6	37	49	51	57
YEARS OF EDUCATION	6	12	13	13	13
YEARS WITH PRESENT BANK	6	11	20	17	27
YEARS IN POSITION	6	5	8	8	11
REPORTING LEVEL	7	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	3	12	13	20
ASSET SIZE (MILLIONS)	7	$104.5	$152.3	$132.8	$200.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	34	$16.100	$20.448	$20.017	$25.325
BONUS	11	100	1.025	1.125	1.500
TOTAL COMPENSATION	34	16.100	20.779	20.017	26.125
AGE	34	42	49	52	57
YEARS OF EDUCATION	34	12	15	14	16
YEARS WITH PRESENT BANK	34	5	16	11	26
YEARS IN POSITION	34	3	7	7	9
REPORTING LEVEL	33	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	30	1	11	3	7
ASSET SIZE (MILLIONS)	34	$129.2	$163.7	$164.3	$194.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$13.625	$18.492	$18.650	$22.563
BONUS	6	249	1.575	1.238	2.958
TOTAL COMPENSATION	14	14.131	19.167	18.650	24.520
AGE	14	36	45	47	52
YEARS OF EDUCATION	14	12	14	14	16
YEARS WITH PRESENT BANK	14	5	13	11	18
YEARS IN POSITION	14	2	6	5	9
REPORTING LEVEL	13	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	11	2	9	4	9
ASSET SIZE (MILLIONS)	14	$123.9	$170.3	$183.1	$211.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	38	$21,928	$29,942	$30,500	$36,000
BONUS	14	501	1,861	1,579	2,702
TOTAL COMPENSATION	38	22,353	30,628	30,709	36,323
AGE	38	42	47	49	54
YEARS OF EDUCATION	38	14	16	16	17
YEARS WITH PRESENT BANK	38	7	16	15	24
YEARS IN POSITION	37	4	8	7	12
REPORTING LEVEL	37	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	38	4	12	6	13
ASSET SIZE (MILLIONS)	38	$129.2	$160.2	$152.5	$189.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$17,174	$18,783	$19,000	$21,200
BONUS	10	588	1,158	1,115	1,562
TOTAL COMPENSATION	24	17,174	19,265	19,799	21,750
AGE	24	39	44	42	50
YEARS OF EDUCATION	24	12	14	14	16
YEARS WITH PRESENT BANK	24	9	14	13	19
YEARS IN POSITION	24	4	6	5	9
REPORTING LEVEL	22	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	21	4	6	5	8
ASSET SIZE (MILLIONS)	24	$133.1	$165.0	$172.5	$191.8

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $250 TO $499 MILLION

Of the 211 banks submitting data for the Mid-Atlantic region, 24 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Bond Department Manager
Top Correspondent Bank Officer
Top International Banking Officer
Officer Trainee (Master's Degree)
Personal Banking Manager
Personal Banking Officer
Portfolio Manager

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$64,400	$79,039	$78,500	$91,125
BONUS	8	5,150	10,395	10,250	15,300
TOTAL COMPENSATION	24	65,365	82,504	78,500	102,575
AGE	24	51	56	56	62
YEARS OF EDUCATION	21	15	16	16	17
YEARS WITH PRESENT BANK	24	7	20	15	33
YEARS IN POSITION	24	3	7	6	11
REPORTING LEVEL	24	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	24	276	410	402	548
ASSET SIZE (MILLIONS)	24	$318.6	$379.4	$385.9	$446.3

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$46,009	$53,773	$52,000	$60,000
BONUS	6	3,097	7,828	9,000	11,663
TOTAL COMPENSATION	21	46,009	56,010	54,300	62,000
AGE	21	43	49	49	54
YEARS OF EDUCATION	18	12	15	16	16
YEARS WITH PRESENT BANK	21	4	16	13	28
YEARS IN POSITION	21	2	5	3	7
REPORTING LEVEL	21	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	20	90	286	304	431
ASSET SIZE (MILLIONS)	21	$310.0	$367.9	$365.0	$436.6

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$31,250	$40,063	$40,000	$47,800
BONUS	6	1,858	3,887	2,245	7,400
TOTAL COMPENSATION	13	32,200	41,857	42,000	47,800
AGE	13	39	46	43	55
YEARS OF EDUCATION	10	12	15	16	16
YEARS WITH PRESENT BANK	13	8	18	14	27
YEARS IN POSITION	13	2	4	3	7
REPORTING LEVEL	13	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	13	12	82	56	119
ASSET SIZE (MILLIONS)	13	$317.7	$391.6	$393.0	$453.9

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$16,316	$19,401	$17,500	$22,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	16,316	20,130	17,500	23,900
AGE	6	33	39	37	46
YEARS OF EDUCATION	6	12	15	16	16
YEARS WITH PRESENT BANK	6	5	9	10	13
YEARS IN POSITION	7	2	11	4	11
REPORTING LEVEL	7	4	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$390.0	$438.3	$456.0	$482.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$25,400	$29,772	$28,300	$31,700
BONUS	5	1,117	2,710	2,077	4,619
TOTAL COMPENSATION	15	25,477	30,676	28,300	33,400
AGE	15	33	41	41	48
YEARS OF EDUCATION	13	16	16	16	18
YEARS WITH PRESENT BANK	15	9	13	10	17
YEARS IN POSITION	15	3	5	7	7
REPORTING LEVEL	14	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	12	1	5	5	7
ASSET SIZE (MILLIONS)	15	$304.0	$367.8	$365.0	$430.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$23,550	$30,219	$28,500	$37,500
BONUS	6	954	2,545	2,597	3,915
TOTAL COMPENSATION	19	23,550	31,023	30,300	39,560
AGE	19	39	48	48	55
YEARS OF EDUCATION	16	12	14	14	16
YEARS WITH PRESENT BANK	19	6	18	15	30
YEARS IN POSITION	19	2	6	5	8
REPORTING LEVEL	19	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	19	88	171	162	250
ASSET SIZE (MILLIONS)	19	$339.0	$397.0	$393.0	$451.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$17,675	$21,502	$22,355	$23,675
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	17,675	21,918	22,355	25,504
AGE	10	40	49	50	55
YEARS OF EDUCATION	8	12	14	14	16
YEARS WITH PRESENT BANK	10	7	18	11	29
YEARS IN POSITION	10	4	8	7	8
REPORTING LEVEL	10	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	10	22	35	32	37
ASSET SIZE (MILLIONS)	10	$294.4	$384.3	$389.3	$459.3

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$17,030	$20,165	$19,600	$22,092
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	23	17,030	20,387	20,150	22,092
AGE	23	35	42	39	46
YEARS OF EDUCATION	20	12	14	14	16
YEARS WITH PRESENT BANK	23	10	15	14	22
YEARS IN POSITION	23	2	5	4	7
REPORTING LEVEL	23	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	23	10	15	14	18
ASSET SIZE (MILLIONS)	23	$326.6	$382.1	$388.6	$447.4

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$14,075	$16,223	$15,498	$16,550
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	22	14,323	16,395	15,498	17,250
AGE	22	33	39	39	44
YEARS OF EDUCATION	19	12	13	12	16
YEARS WITH PRESENT BANK	22	8	13	12	16
YEARS IN POSITION	22	3	4	4	6
REPORTING LEVEL	22	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	22	5	6	6	7
ASSET SIZE (MILLIONS)	22	$321.0	$383.5	$389.3	$448.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$18,465	$26,924	$24,975	$32,775
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	18,465	27,301	25,700	33,386
AGE	6	38	46	43	57
YEARS OF EDUCATION	6	12	15	15	17
YEARS WITH PRESENT BANK	6	10	14	11	19
YEARS IN POSITION	6	4	6	5	10
REPORTING LEVEL	6	4	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$355.4	$399.6	$390.8	$452.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$18,750	$20,606	$20,450	$22,488
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	19,925	20,946	20,699	22,488
AGE	10	37	44	45	51
YEARS OF EDUCATION	9	13	14	14	15
YEARS WITH PRESENT BANK	10	3	12	7	21
YEARS IN POSITION	10	2	5	5	6
REPORTING LEVEL	10	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	10	$387.3	$412.0	$419.2	$448.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$16,600	$21,153	$20,700	$25,200
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	17,400	21,243	20,700	25,200
AGE	11	33	40	34	47
YEARS OF EDUCATION	10	12	15	15	17
YEARS WITH PRESENT BANK	11	3	10	9	16
YEARS IN POSITION	11	2	5	3	6
REPORTING LEVEL	11	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	5	7	7	8
ASSET SIZE (MILLIONS)	11	$316.0	$382.4	$390.0	$447.4

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$27,550	$34,359	$32,500	$40,750
BONUS	6	2,300	3,620	3,100	5,390
TOTAL COMPENSATION	13	28,892	36,029	32,900	42,944
AGE	13	39	46	43	54
YEARS OF EDUCATION	12	15	16	16	17
YEARS WITH PRESENT BANK	13	6	12	10	15
YEARS IN POSITION	13	3	6	5	9
REPORTING LEVEL	13	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	7	17	19	23
ASSET SIZE (MILLIONS)	13	$355.7	$396.5	$393.0	$445.1

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$18,889	$23,037	$20,767	$28,625
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	18,889	23,507	22,050	29,375
AGE	16	31	39	35	49
YEARS OF EDUCATION	14	15	15	16	16
YEARS WITH PRESENT BANK	16	5	10	8	12
YEARS IN POSITION	16	2	4	4	6
REPORTING LEVEL	16	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	2	3	4	5
ASSET SIZE (MILLIONS)	16	$340.8	$394.8	$391.5	$450.7

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$14,500	$16,422	$15,652	$18,868
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	15,000	16,504	15,652	18,868
AGE	11	32	36	33	38
YEARS OF EDUCATION	10	14	15	15	16
YEARS WITH PRESENT BANK	11	5	8	8	10
YEARS IN POSITION	11	2	3	2	3
REPORTING LEVEL	11	5	4	5	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	11	$326.6	$394.2	$390.0	$451.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$24,265	$28,379	$27,300	$33,210
BONUS	5	1,495	2,800	2,000	4,506
TOTAL COMPENSATION	17	24,315	29,202	27,378	33,210
AGE	17	40	44	42	49
YEARS OF EDUCATION	15	12	14	14	16
YEARS WITH PRESENT BANK	17	9	13	14	18
YEARS IN POSITION	17	3	6	6	7
REPORTING LEVEL	17	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	17	38	28	50
ASSET SIZE (MILLIONS)	17	$336.5	$391.7	$390.0	$453.9

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$28,184	$35,168	$33,300	$41,500
BONUS	7	2,000	3,824	2,500	3,700
TOTAL COMPENSATION	19	28,184	36,577	36,460	41,500
AGE	19	39	47	48	54
YEARS OF EDUCATION	16	16	16	16	17
YEARS WITH PRESENT BANK	19	6	14	9	25
YEARS IN POSITION	19	2	7	6	9
REPORTING LEVEL	19	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	19	8	23	13	40
ASSET SIZE (MILLIONS)	19	$339.0	$388.3	$390.0	$447.4

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$14,175	$16,121	$15,444	$18,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	14,175	16,187	15,444	18,400
AGE	15	31	39	35	46
YEARS OF EDUCATION	13	12	12	12	13
YEARS WITH PRESENT BANK	15	6	9	8	13
YEARS IN POSITION	15	2	4	3	6
REPORTING LEVEL	14	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	15	5	8	8	11
ASSET SIZE (MILLIONS)	15	$326.6	$397.6	$408.0	$456.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$22,500	$27,155	$27,700	$32,000
BONUS	5	1,300	1,817	1,500	2,493
TOTAL COMPENSATION	15	22,880	27,761	28,106	32,000
AGE	15	35	44	44	51
YEARS OF EDUCATION	13	12	14	14	16
YEARS WITH PRESENT BANK	15	3	9	7	14
YEARS IN POSITION	15	2	4	3	6
REPORTING LEVEL	15	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	15	18	28	27	37
ASSET SIZE (MILLIONS)	15	$339.0	$386.5	$388.6	$442.7

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$14,117	$18,442	$16,950	$22,038
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	17	14,117	18,709	16,950	22,038
AGE	17	33	38	38	44
YEARS OF EDUCATION	15	12	13	13	14
YEARS WITH PRESENT BANK	17	4	10	8	15
YEARS IN POSITION	17	2	5	4	7
REPORTING LEVEL	17	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	14	3	12	7	18
ASSET SIZE (MILLIONS)	17	$336.5	$388.4	$390.0	$445.1

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$22.308	$25.843	$25.000	$27.000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	21	22.308	26.187	25.600	27.835
AGE	21	39	45	43	52
YEARS OF EDUCATION	19	14	15	16	16
YEARS WITH PRESENT BANK	21	6	15	12	23
YEARS IN POSITION	21	4	7	7	11
REPORTING LEVEL	20	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	6	10	7	9
ASSET SIZE (MILLIONS)	21	$332.8	$386.9	$388.6	$449.6

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$19.185	$23.924	$22.600	$26.779
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	19.185	24.094	22.600	27.204
AGE	10	37	47	44	56
YEARS OF EDUCATION	9	12	14	15	16
YEARS WITH PRESENT BANK	10	3	6	5	8
YEARS IN POSITION	10	2	4	4	7
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	10	$324.0	$387.2	$389.3	$449.6

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$23,478	$27,962	$28,500	$30,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	23,630	28,378	28,500	30,500
AGE	15	35	42	40	46
YEARS OF EDUCATION	14	15	16	16	17
YEARS WITH PRESENT BANK	15	5	11	10	15
YEARS IN POSITION	15	2	5	3	6
REPORTING LEVEL	15	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	15	2	5	4	6
ASSET SIZE (MILLIONS)	15	$326.6	$388.5	$388.6	$451.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$22,050	$27,125	$24,650	$31,644
BONUS	6	1,480	2,108	1,764	2,800
TOTAL COMPENSATION	16	22,113	27,915	25,873	33,425
AGE	16	37	45	41	56
YEARS OF EDUCATION	14	12	15	16	16
YEARS WITH PRESENT BANK	16	6	15	12	20
YEARS IN POSITION	16	2	6	3	6
REPORTING LEVEL	16	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	16	6	12	9	14
ASSET SIZE (MILLIONS)	16	$309.6	$373.8	$376.8	$434.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$15,500	$19,934	$19,250	$23,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	15,500	20,263	19,250	23,000
AGE	15	33	39	38	42
YEARS OF EDUCATION	13	12	14	12	16
YEARS WITH PRESENT BANK	15	7	15	16	22
YEARS IN POSITION	15	3	5	4	6
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	2	8	7	12
ASSET SIZE (MILLIONS)	15	$339.0	$388.2	$393.0	$447.4

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$11,217	$13,494	$13,000	$15,750
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	9	11,217	13,494	13,000	15,750
AGE	9	27	33	31	36
YEARS OF EDUCATION	8	15	16	16	16
YEARS WITH PRESENT BANK	9	3	6	5	9
YEARS IN POSITION	9	2	3	3	5
REPORTING LEVEL	8	5	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	9	$332.8	$383.9	$365.0	$463.6

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$10,088	$13,549	$12,584	$18,200
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	10,088	13,888	12,584	19,847
AGE	7	33	50	57	60
YEARS OF EDUCATION	5	13	14	13	15
YEARS WITH PRESENT BANK	7	12	18	14	23
YEARS IN POSITION	7	2	6	7	8
REPORTING LEVEL	6	7	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$339.0	$392.1	$408.0	$442.7

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$9,100	$9,696	$9,300	$10,036
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	9,100	9,836	9,674	10,036
AGE	10	23	24	25	27
YEARS OF EDUCATION	9	16	16	16	16
YEARS WITH PRESENT BANK	10	2	2	2	2
YEARS IN POSITION	10	2	2	2	2
REPORTING LEVEL	10	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	11	$339.0	$394.0	$393.0	$447.4

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$23,375	$31,965	$31,802	$40,155
BONUS	7	2,040	2,745	2,600	4,000
TOTAL COMPENSATION	20	25,230	32,926	32,350	42,385
AGE	20	35	42	40	48
YEARS OF EDUCATION	18	12	14	14	16
YEARS WITH PRESENT BANK	20	8	16	15	21
YEARS IN POSITION	20	1	4	4	6
REPORTING LEVEL	20	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	20	66	109	101	128
ASSET SIZE (MILLIONS)	20	$318.6	$382.6	$385.9	$449.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$22,275	$25,062	$24,200	$25,928
BONUS	5	1,063	2,445	1,700	4,200
TOTAL COMPENSATION	22	22,275	25,618	24,400	25,928
AGE	22	33	40	39	48
YEARS OF EDUCATION	20	16	16	16	17
YEARS WITH PRESENT BANK	22	3	12	8	13
YEARS IN POSITION	22	3	5	4	7
REPORTING LEVEL	22	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	22	4	6	5	6
ASSET SIZE (MILLIONS)	22	$335.9	$388.6	$389.3	$448.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$17,256	$21,059	$20,200	$25,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	17,256	21,228	20,200	25,500
AGE	13	38	48	50	58
YEARS OF EDUCATION	12	12	14	14	16
YEARS WITH PRESENT BANK	13	6	10	10	11
YEARS IN POSITION	13	5	7	6	10
REPORTING LEVEL	13	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	12	1	4	4	7
ASSET SIZE (MILLIONS)	13	$355.0	$400.8	$393.0	$463.6

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$11,800	$16,028	$14,000	$21,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	11,800	16,459	14,500	21,500
AGE	7	29	37	37	42
YEARS OF EDUCATION	6	14	15	16	17
YEARS WITH PRESENT BANK	7	2	7	6	12
YEARS IN POSITION	7	2	4	3	6
REPORTING LEVEL	6	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$326.6	$380.7	$388.6	$447.4

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$30.125	$36.680	$35.319	$43.575
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	18	31.103	37.891	36.250	44.350
AGE	18	47	51	51	55
YEARS OF EDUCATION	17	16	16	16	18
YEARS WITH PRESENT BANK	18	7	16	13	24
YEARS IN POSITION	18	3	8	8	12
REPORTING LEVEL	18	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	18	14	22	19	31
ASSET SIZE (MILLIONS)	18	$321.0	$384.0	$385.9	$452.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$17.341	$19.710	$19.800	$22.250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	17.341	19.910	20.550	22.250
AGE	14	43	48	49	54
YEARS OF EDUCATION	14	12	13	12	16
YEARS WITH PRESENT BANK	14	7	15	12	23
YEARS IN POSITION	14	2	6	7	10
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	14	4	9	8	14
ASSET SIZE (MILLIONS)	14	$321.0	$394.7	$390.8	$460.8

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $500 TO $999 MILLION

Of the 211 banks submitting data for the Mid-Atlantic region, 13 banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category.

Bond Department Manager
Business Development Officer
Top Correspondent Bank Officer
Top International Banking Officer
New Accounts Officer/ Representative
Officer Trainee (Master's Degree)
Personal Banking Manager
Personal Banking Officer

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$75,250	$100,764	$94,175	$126,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	76,225	103,402	99,675	126,250
AGE	12	46	51	47	57
YEARS OF EDUCATION	12	16	17	17	19
YEARS WITH PRESENT BANK	12	6	16	17	24
YEARS IN POSITION	12	2	7	4	8
REPORTING LEVEL	12	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	12	526	711	663	906
ASSET SIZE (MILLIONS)	12	$543.2	$689.0	$652.7	$853.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$47,783	$59,083	$55,500	$64,875
BONUS	5	1,363	3,306	3,588	5,110
TOTAL COMPENSATION	10	49,650	60,736	55,900	67,191
AGE	10	49	53	54	58
YEARS OF EDUCATION	10	15	16	17	17
YEARS WITH PRESENT BANK	10	11	22	26	31
YEARS IN POSITION	10	2	6	5	11
REPORTING LEVEL	10	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	10	47	386	266	840
ASSET SIZE (MILLIONS)	10	$536.5	$697.4	$649.8	$891.9

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$40,725	$45,730	$43,000	$52,100
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	43,143	47,658	45,900	53,052
AGE	5	45	51	50	57
YEARS OF EDUCATION	5	14	15	16	17
YEARS WITH PRESENT BANK	5	10	22	19	36
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	5	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	5	11	276	196	581
ASSET SIZE (MILLIONS)	5	$532.9	$717.3	$666.0	$927.4

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$16,703	$23,598	$22,000	$30,363
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	16,703	24,259	23,093	31,700
AGE	6	46	51	48	61
YEARS OF EDUCATION	6	12	14	13	16
YEARS WITH PRESENT BANK	6	9	15	16	23
YEARS IN POSITION	6	5	8	8	11
REPORTING LEVEL	6	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	1	3	2	5
ASSET SIZE (MILLIONS)	6	$554.8	$772.4	$811.9	$942.3

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$32,640	$38,261	$37,182	$47,175
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	32,640	38,646	37,582	48,300
AGE	8	43	50	52	59
YEARS OF EDUCATION	8	13	15	16	17
YEARS WITH PRESENT BANK	8	12	20	18	29
YEARS IN POSITION	8	5	10	10	14
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	3	120	6	10
ASSET SIZE (MILLIONS)	8	$543.2	$694.8	$668.9	$853.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$28,850	$33,637	$34,250	$38,500
BONUS	6	1,100	1,481	1,461	1,972
TOTAL COMPENSATION	12	29,345	34,377	35,850	38,500
AGE	12	47	51	52	56
YEARS OF EDUCATION	12	12	14	14	16
YEARS WITH PRESENT BANK	12	8	14	14	18
YEARS IN POSITION	12	2	5	5	8
REPORTING LEVEL	12	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	12	117	269	259	401
ASSET SIZE (MILLIONS)	12	$543.2	$691.7	$668.9	$853.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$19,178	$24,410	$22,950	$29,150
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	19,931	24,758	22,950	29,950
AGE	10	35	41	40	45
YEARS OF EDUCATION	10	12	15	15	16
YEARS WITH PRESENT BANK	9	10	17	16	23
YEARS IN POSITION	10	2	5	4	5
REPORTING LEVEL	10	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	10	29	32	32	36
ASSET SIZE (MILLIONS)	10	$536.5	$668.4	$649.8	$778.4

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$17,025	$19,243	$19,150	$20,933
BONUS	5	639	770	800	888
TOTAL COMPENSATION	12	17,471	19,564	19,150	20,933
AGE	12	32	41	40	47
YEARS OF EDUCATION	12	12	14	13	16
YEARS WITH PRESENT BANK	12	9	17	17	23
YEARS IN POSITION	12	3	5	4	8
REPORTING LEVEL	12	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	12	11	15	14	19
ASSET SIZE (MILLIONS)	12	$549.0	$699.3	$668.9	$853.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$14,620	$15,578	$15,316	$17,550
BONUS	5	438	698	710	952
TOTAL COMPENSATION	13	14,620	15,846	15,316	18,200
AGE	13	35	42	39	52
YEARS OF EDUCATION	13	12	13	12	15
YEARS WITH PRESENT BANK	13	7	15	12	25
YEARS IN POSITION	13	3	6	4	9
REPORTING LEVEL	13	6	5	4	4
TOTAL EMPLOYEES SUPERVISED	13	5	7	7	8
ASSET SIZE (MILLIONS)	13	$544.2	$687.2	$666.0	$827.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$17,582	$26,933	$27,000	$36,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	17,868	27,207	27,000	36,650
AGE	5	33	47	52	59
YEARS OF EDUCATION	5	14	15	16	16
YEARS WITH PRESENT BANK	5	3	7	6	11
YEARS IN POSITION	5	3	6	4	11
REPORTING LEVEL	5	4	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$570.8	$732.4	$666.0	$927.4

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$16,500	$18,700	$19,200	$21,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	17,300	18,953	19,200	21,000
AGE	7	32	41	40	53
YEARS OF EDUCATION	7	13	15	16	16
YEARS WITH PRESENT BANK	7	7	11	7	11
YEARS IN POSITION	7	3	5	5	7
REPORTING LEVEL	7	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	6	6	11	13	16
ASSET SIZE (MILLIONS)	7	$542.3	$744.9	$745.0	$931.1

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$36,000	$42,172	$40,500	$49,200
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	36,400	42,651	41,250	49,800
AGE	9	44	52	52	59
YEARS OF EDUCATION	9	13	15	14	16
YEARS WITH PRESENT BANK	9	4	15	15	25
YEARS IN POSITION	9	2	8	4	12
REPORTING LEVEL	9	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	16	39	21	61
ASSET SIZE (MILLIONS)	9	$544.2	$714.7	$671.9	$905.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$23,050	$28,285	$26,250	$33,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	23,367	28,592	26,650	33,375
AGE	10	41	46	45	51
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	7	17	15	26
YEARS IN POSITION	10	4	8	7	10
REPORTING LEVEL	10	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	7	1	5	4	8
ASSET SIZE (MILLIONS)	10	$533.7	$693.3	$652.7	$891.9

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$15,625	$18,990	$18,500	$22,375
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	15,625	19,152	18,750	22,575
AGE	8	30	34	33	37
YEARS OF EDUCATION	8	14	15	16	17
YEARS WITH PRESENT BANK	8	3	10	8	16
YEARS IN POSITION	8	2	4	3	5
REPORTING LEVEL	8	5	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$543.2	$687.7	$652.7	$845.3

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$27,850	$30,673	$31,520	$35,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	28,119	31,254	32,500	36,025
AGE	9	44	47	46	52
YEARS OF EDUCATION	9	12	14	14	16
YEARS WITH PRESENT BANK	9	3	15	16	24
YEARS IN POSITION	9	3	9	11	14
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	13	60	48	93
ASSET SIZE (MILLIONS)	9	$551.9	$703.1	$671.9	$827.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$28,800	$38,700	$34,750	$48,125
BONUS	5	1,250	1,680	1,800	2,051
TOTAL COMPENSATION	10	29,250	39,540	36,301	48,325
AGE	10	40	47	48	52
YEARS OF EDUCATION	10	16	17	16	18
YEARS WITH PRESENT BANK	10	6	12	13	17
YEARS IN POSITION	10	3	8	4	12
REPORTING LEVEL	10	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	17	70	26	152
ASSET SIZE (MILLIONS)	10	$533.7	$685.8	$614.8	$891.9

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$13,950	$15,816	$15,544	$17,150
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	14,050	16,020	15,544	17,150
AGE	9	35	41	38	47
YEARS OF EDUCATION	9	12	14	14	16
YEARS WITH PRESENT BANK	9	8	11	11	14
YEARS IN POSITION	9	3	6	4	8
REPORTING LEVEL	9	5	5	5	5
TOTAL EMPLOYEES SUPERVISED	9	9	11	10	14
ASSET SIZE (MILLIONS)	9	$544.2	$714.7	$671.9	$905.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$25,195	$29,157	$28,560	$33,233
BONUS	5	850	1,274	1,154	1,759
TOTAL COMPENSATION	12	25,195	29,688	28,560	34,770
AGE	12	43	49	51	55
YEARS OF EDUCATION	12	12	14	14	15
YEARS WITH PRESENT BANK	12	13	17	15	23
YEARS IN POSITION	12	2	5	4	7
REPORTING LEVEL	12	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	12	13	36	37	58
ASSET SIZE (MILLIONS)	12	$543.2	$698.0	$668.9	$853.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$15,688	$20,147	$18,800	$22,431
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	15,888	20,377	19,200	22,431
AGE	10	34	42	42	51
YEARS OF EDUCATION	10	12	13	12	15
YEARS WITH PRESENT BANK	10	10	16	16	24
YEARS IN POSITION	10	3	9	7	15
REPORTING LEVEL	10	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	9	4	26	31	48
ASSET SIZE (MILLIONS)	10	$533.7	$692.8	$649.8	$891.9

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$22,533	$25,098	$25,299	$27,375
BONUS	5	750	1,027	948	1,343
TOTAL COMPENSATION	12	23,416	25,526	25,773	27,538
AGE	12	40	49	50	56
YEARS OF EDUCATION	12	15	16	16	16
YEARS WITH PRESENT BANK	12	11	20	23	29
YEARS IN POSITION	12	3	7	6	12
REPORTING LEVEL	11	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	12	7	10	11	15
ASSET SIZE (MILLIONS)	12	$549.0	$702.1	$668.9	$853.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$23,000	$24,633	$25,750	$27,075
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	23,270	24,947	26,150	27,075
AGE	6	35	42	40	50
YEARS OF EDUCATION	6	14	16	16	18
YEARS WITH PRESENT BANK	6	3	10	10	15
YEARS IN POSITION	6	2	3	3	5
REPORTING LEVEL	6	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	1	7	2	15
ASSET SIZE (MILLIONS)	6	$531.9	$700.1	$651.4	$903.1

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$19,300	$30,771	$30,538	$39,150
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	19,300	31,313	33,200	39,700
AGE	9	38	47	47	57
YEARS OF EDUCATION	9	14	15	16	16
YEARS WITH PRESENT BANK	9	9	16	13	24
YEARS IN POSITION	9	2	6	4	11
REPORTING LEVEL	9	5	3	3	3
TOTAL EMPLOYEES SUPERVISED	8	2	7	4	11
ASSET SIZE (MILLIONS)	9	$527.0	$657.3	$633.6	$760.6

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$23,500	$27,616	$28,500	$31,500
BONUS	5	990	1,432	1,442	1,870
TOTAL COMPENSATION	11	24,479	28,267	28,500	32,400
AGE	11	46	51	50	54
YEARS OF EDUCATION	11	12	14	13	16
YEARS WITH PRESENT BANK	11	3	11	12	16
YEARS IN POSITION	11	3	7	7	9
REPORTING LEVEL	11	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	11	10	18	19	24
ASSET SIZE (MILLIONS)	11	$557.8	$716.9	$671.9	$878.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$17,270	$21,889	$21,300	$26,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	17,270	22,295	22,100	26,500
AGE	9	36	49	52	59
YEARS OF EDUCATION	9	12	14	13	16
YEARS WITH PRESENT BANK	9	12	19	22	27
YEARS IN POSITION	9	3	7	8	10
REPORTING LEVEL	9	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	8	2	6	5	8
ASSET SIZE (MILLIONS)	9	$551.9	$697.8	$666.0	$827.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$13,800	$15,889	$14,500	$18,600
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	13,800	16,171	14,879	18,600
AGE	7	32	34	32	34
YEARS OF EDUCATION	7	12	14	16	16
YEARS WITH PRESENT BANK	7	6	11	9	15
YEARS IN POSITION	7	2	3	3	4
REPORTING LEVEL	7	5	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$542.3	$661.2	$633.6	$745.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$8,616	$9,642	$9,675	$10,483
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	8,616	9,742	9,675	10,805
AGE	9	24	26	25	28
YEARS OF EDUCATION	10	16	16	16	16
YEARS WITH PRESENT BANK	10	2	5	2	3
YEARS IN POSITION	10	2	2	2	3
REPORTING LEVEL	10	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	10	$545.1	$720.3	$705.5	$891.9

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$30,350	$38,162	$40,000	$41,000
BONUS	5	900	1,478	1,580	2,006
TOTAL COMPENSATION	11	30,600	38,834	40,000	42,510
AGE	11	47	52	53	59
YEARS OF EDUCATION	11	13	15	15	16
YEARS WITH PRESENT BANK	11	9	24	30	34
YEARS IN POSITION	11	3	5	5	6
REPORTING LEVEL	11	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	11	96	277	136	214
ASSET SIZE (MILLIONS)	11	$546.1	$678.2	$666.0	$776.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$24,416	$28,809	$30,300	$32,575
BONUS	5	800	1,283	839	1,987
TOTAL COMPENSATION	13	24,416	29,302	30,300	34,311
AGE	13	46	52	54	60
YEARS OF EDUCATION	13	12	14	14	16
YEARS WITH PRESENT BANK	13	11	20	21	28
YEARS IN POSITION	13	3	9	8	12
REPORTING LEVEL	13	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	5	11	8	19
ASSET SIZE (MILLIONS)	13	$544.2	$687.2	$666.0	$827.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$16,165	$22,074	$23,945	$26,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	16,899	22,466	23,945	26,450
AGE	6	39	45	42	50
YEARS OF EDUCATION	6	16	16	17	17
YEARS WITH PRESENT BANK	6	3	16	15	25
YEARS IN POSITION	6	3	9	4	16
REPORTING LEVEL	6	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	5	1	6	2	12
ASSET SIZE (MILLIONS)	6	$635.0	$795.1	$827.5	$942.3

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$15,713	$20,045	$17,500	$26,375
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	16,160	20,287	17,500	26,550
AGE	12	43	52	57	63
YEARS OF EDUCATION	12	12	13	12	16
YEARS WITH PRESENT BANK	12	4	14	11	27
YEARS IN POSITION	12	3	6	5	9
REPORTING LEVEL	11	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	13	20	23	28
ASSET SIZE (MILLIONS)	12	$543.2	$698.0	$668.9	$853.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$12,445	$18,543	$16,000	$25,225
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	12,445	18,892	16,400	25,825
AGE	8	38	51	55	59
YEARS OF EDUCATION	8	12	15	16	17
YEARS WITH PRESENT BANK	8	4	13	9	25
YEARS IN POSITION	8	2	4	3	7
REPORTING LEVEL	8	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	1	2	2	3
ASSET SIZE (MILLIONS)	8	$549.0	$662.1	$649.8	$726.7

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$31,250	$37,725	$35,500	$42,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	31,450	38,234	35,500	42,125
AGE	8	40	46	46	50
YEARS OF EDUCATION	8	16	17	16	19
YEARS WITH PRESENT BANK	8	2	14	16	21
YEARS IN POSITION	8	1	4	3	6
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	27	33	34	40
ASSET SIZE (MILLIONS)	8	$567.9	$740.6	$708.4	$918.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$16,500	$20,053	$21,000	$22,640
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	16,500	20,301	21,000	22,990
AGE	9	33	38	34	46
YEARS OF EDUCATION	9	14	15	16	16
YEARS WITH PRESENT BANK	9	6	8	7	10
YEARS IN POSITION	9	2	4	3	6
REPORTING LEVEL	9	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	9	10	15	15	21
ASSET SIZE (MILLIONS)	9	$544.2	$713.9	$671.9	$905.0

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $1 BILLION AND OVER

Of the 211 banks submitting data for the Mid-Atlantic region, 19 banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following position in this asset size category.

Personal Banking Officer

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$95,000	$150,530	$128,024	$200,000
BONUS	8	11,750	43,869	24,225	73,750
TOTAL COMPENSATION	19	99,400	169,002	136,500	200,000
AGE	19	51	55	57	61
YEARS OF EDUCATION	19	16	17	16	17
YEARS WITH PRESENT BANK	18	6	21	24	32
YEARS IN POSITION	18	4	5	5	7
REPORTING LEVEL	19	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	17	554	2,964	1,399	4,254
ASSET SIZE (MILLIONS)	19	$1,440.0	$11,122.7	$2,305.2	$14,289.3

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$83,264	$121,938	$107,500	$144,500
BONUS	8	3,976	30,082	20,085	46,250
TOTAL COMPENSATION	16	83,264	136,979	107,500	182,000
AGE	16	47	51	52	56
YEARS OF EDUCATION	16	16	16	16	18
YEARS WITH PRESENT BANK	16	3	15	14	30
YEARS IN POSITION	16	2	4	4	6
REPORTING LEVEL	16	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	15	570	2,992	1,150	4,487
ASSET SIZE (MILLIONS)	16	$1,436.5	$11,385.1	$3,331.0	$13,748.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$42,868	$71,891	$54,800	$116,500
BONUS	6	4,169	14,433	8,710	21,875
TOTAL COMPENSATION	10	44,044	80,551	59,705	130,625
AGE	10	47	52	50	61
YEARS OF EDUCATION	10	13	16	16	17
YEARS WITH PRESENT BANK	10	15	23	26	32
YEARS IN POSITION	9	3	6	5	9
REPORTING LEVEL	9	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	54	666	151	659
ASSET SIZE (MILLIONS)	10	$1,779.8	$11,856.8	$4,378.4	$25,597.4

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$23,764	$32,829	$30,900	$37,850
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	24,713	35,167	30,900	37,850
AGE	12	34	42	40	51
YEARS OF EDUCATION	11	16	17	16	18
YEARS WITH PRESENT BANK	12	4	8	8	13
YEARS IN POSITION	11	2	4	4	5
REPORTING LEVEL	12	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	2	6	5	9
ASSET SIZE (MILLIONS)	12	$1,466.5	$4,431.7	$2,262.6	$5,600.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$49,075	$64,729	$55,000	$77,750
BONUS	5	3,413	14,965	12,000	28,000
TOTAL COMPENSATION	13	51,325	70,485	55,000	83,500
AGE	13	42	47	44	55
YEARS OF EDUCATION	13	16	17	16	18
YEARS WITH PRESENT BANK	13	5	11	10	14
YEARS IN POSITION	13	4	6	5	8
REPORTING LEVEL	13	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	12	7	91	19	104
ASSET SIZE (MILLIONS)	13	$1,473.0	$4,233.4	$2,220.0	$5,200.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$21,600	$49,097	$34,776	$58,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	21,600	53,097	38,800	58,500
AGE	7	38	42	43	46
YEARS OF EDUCATION	7	16	16	16	18
YEARS WITH PRESENT BANK	7	4	9	6	16
YEARS IN POSITION	7	1	3	3	5
REPORTING LEVEL	7	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	6	47	14	74
ASSET SIZE (MILLIONS)	7	$2,115.5	$7,785.7	$4,356.8	$14,289.3

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$33,750	$44,295	$45,989	$52,939
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	33,750	45,799	48,156	52,947
AGE	14	41	46	43	50
YEARS OF EDUCATION	14	14	15	16	16
YEARS WITH PRESENT BANK	14	11	19	17	23
YEARS IN POSITION	13	3	5	4	6
REPORTING LEVEL	13	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	250	642	600	830
ASSET SIZE (MILLIONS)	14	$1,383.3	$5,802.4	$2,167.7	$4,800.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$25,090	$29,355	$27,650	$35,045
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	25,090	29,868	27,650	35,045
AGE	11	40	47	49	52
YEARS OF EDUCATION	10	14	16	16	17
YEARS WITH PRESENT BANK	11	11	20	19	27
YEARS IN POSITION	10	3	4	5	5
REPORTING LEVEL	11	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	10	32	35	34	40
ASSET SIZE (MILLIONS)	11	$1,440.0	$5,310.2	$2,115.5	$4,356.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$19,750	$22,349	$21,050	$25,361
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	20,175	22,961	21,050	25,795
AGE	13	37	45	44	51
YEARS OF EDUCATION	13	14	15	16	16
YEARS WITH PRESENT BANK	13	6	17	19	24
YEARS IN POSITION	12	3	5	5	6
REPORTING LEVEL	13	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	11	10	14	11	20
ASSET SIZE (MILLIONS)	13	$1,306.6	$4,693.4	$1,893.1	$3,331.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$14,963	$18,228	$16,757	$19,807
BONUS	5	1,205	2,092	1,650	3,200
TOTAL COMPENSATION	14	15,967	18,975	17,565	20,467
AGE	14	30	40	38	50
YEARS OF EDUCATION	14	12	14	14	16
YEARS WITH PRESENT BANK	14	6	11	10	14
YEARS IN POSITION	13	2	4	3	7
REPORTING LEVEL	13	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	12	5	8	7	8
ASSET SIZE (MILLIONS)	14	$1,353.3	$10,673.2	$2,167.7	$17,094.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$29,000	$35,844	$33,532	$47,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	29,500	36,844	33,532	48,000
AGE	6	39	48	46	59
YEARS OF EDUCATION	6	16	17	17	17
YEARS WITH PRESENT BANK	6	6	10	9	16
YEARS IN POSITION	6	3	4	4	5
REPORTING LEVEL	6	6	5	4	4
TOTAL EMPLOYEES SUPERVISED	5	5	26	15	53
ASSET SIZE (MILLIONS)	6	$1,342.5	$8,473.0	$4,057.7	$17,182.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$20,500	$28,357	$26,210	$33,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	21,191	29,172	26,210	37,353
AGE	7	38	46	39	56
YEARS OF EDUCATION	7	12	16	16	18
YEARS WITH PRESENT BANK	7	4	14	10	28
YEARS IN POSITION	6	2	3	3	4
REPORTING LEVEL	7	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	2	9	2	20
ASSET SIZE (MILLIONS)	7	$1,201.8	$6,900.0	$2,115.5	$14,289.3

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$26,035	$33,084	$31,240	$41,575
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	26,035	33,870	33,303	41,575
AGE	8	35	46	47	57
YEARS OF EDUCATION	8	16	17	16	18
YEARS WITH PRESENT BANK	8	7	14	14	20
YEARS IN POSITION	7	3	5	5	6
REPORTING LEVEL	8	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	7	12	28	26	40
ASSET SIZE (MILLIONS)	8	$1,688.4	$8,005.1	$3,331.0	$13,748.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$41,350	$58,640	$57,000	$78,250
BONUS	5	6,069	11,727	7,500	19,500
TOTAL COMPENSATION	10	41,350	64,504	60,625	90,000
AGE	10	41	45	44	50
YEARS OF EDUCATION	10	16	16	16	17
YEARS WITH PRESENT BANK	10	6	14	13	21
YEARS IN POSITION	9	2	4	3	5
REPORTING LEVEL	10	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	34	120	84	126
ASSET SIZE (MILLIONS)	10	$1,779.8	$6,995.8	$3,331.0	$12,666.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$24,096	$30,182	$28,500	$35,852
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	24,096	31,447	30,216	39,307
AGE	9	34	36	36	39
YEARS OF EDUCATION	9	16	16	16	17
YEARS WITH PRESENT BANK	9	6	8	7	12
YEARS IN POSITION	8	3	4	4	5
REPORTING LEVEL	9	6	5	4	4
TOTAL EMPLOYEES SUPERVISED	5	1	18	15	37
ASSET SIZE (MILLIONS)	9	$1,493.0	$7,245.7	$2,305.2	$13,207.1

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$15,946	$19,759	$18,000	$23,521
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	15,946	20,292	19,513	24,891
AGE	9	28	30	29	32
YEARS OF EDUCATION	9	16	17	16	18
YEARS WITH PRESENT BANK	9	3	4	4	6
YEARS IN POSITION	8	2	3	3	3
REPORTING LEVEL	9	7	6	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	9	$1,493.0	$7,245.7	$2,305.2	$13,207.1

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$26,101	$47,313	$51,000	$70,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	26,101	48,526	51,000	70,000
AGE	7	35	47	44	61
YEARS OF EDUCATION	7	12	15	16	17
YEARS WITH PRESENT BANK	7	8	18	20	23
YEARS IN POSITION	7	1	4	4	5
REPORTING LEVEL	7	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	5	49	20	108
ASSET SIZE (MILLIONS)	7	$2,305.2	$17,984.7	$12,125.0	$25,863.3

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$34,000	$47,838	$41,600	$60,000
BONUS	6	2,643	10,879	3,809	16,481
TOTAL COMPENSATION	15	37,400	52,189	41,600	60,000
AGE	15	38	43	42	45
YEARS OF EDUCATION	15	14	15	16	17
YEARS WITH PRESENT BANK	15	4	9	8	12
YEARS IN POSITION	14	2	4	4	5
REPORTING LEVEL	14	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	17	267	189	538
ASSET SIZE (MILLIONS)	15	$1,440.0	$6,901.4	$2,220.0	$12,125.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$45,840	$56,391	$49,500	$74,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	46,590	63,371	51,202	89,000
AGE	12	37	48	51	57
YEARS OF EDUCATION	12	16	17	17	18
YEARS WITH PRESENT BANK	12	5	9	7	11
YEARS IN POSITION	11	2	4	3	8
REPORTING LEVEL	11	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	11	33	84	42	90
ASSET SIZE (MILLIONS)	12	$1,948.7	$6,516.6	$3,331.0	$10,593.7

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$16,873	$21,473	$19,900	$23,953
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	18,086	21,866	19,900	23,953
AGE	10	33	42	38	55
YEARS OF EDUCATION	10	12	13	12	15
YEARS WITH PRESENT BANK	10	7	16	9	27
YEARS IN POSITION	9	4	6	6	8
REPORTING LEVEL	10	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	9	11	26	35	37
ASSET SIZE (MILLIONS)	10	$1,519.6	$6,961.1	$3,331.0	$12,666.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$28,900	$33,779	$33,577	$34,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	28,900	35,812	33,600	38,950
AGE	11	42	49	46	54
YEARS OF EDUCATION	11	12	14	12	16
YEARS WITH PRESENT BANK	11	9	18	17	27
YEARS IN POSITION	10	4	6	6	7
REPORTING LEVEL	11	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	10	27	92	53	125
ASSET SIZE (MILLIONS)	11	$1,546.1	$10,039.6	$2,305.2	$12,125.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$15,985	$18,999	$17,042	$23,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	16,763	19,520	17,854	23,750
AGE	8	35	40	36	49
YEARS OF EDUCATION	8	12	13	13	14
YEARS WITH PRESENT BANK	8	5	9	10	13
YEARS IN POSITION	7	3	4	4	4
REPORTING LEVEL	8	8	6	6	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$1,688.4	$8,005.1	$3,331.0	$13,748.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$29,125	$38,822	$35,750	$54,875
BONUS	7	3,000	7,772	3,500	10,000
TOTAL COMPENSATION	18	30,081	41,845	35,750	56,125
AGE	18	39	46	45	54
YEARS OF EDUCATION	18	16	17	16	18
YEARS WITH PRESENT BANK	18	5	13	10	17
YEARS IN POSITION	17	3	6	4	8
REPORTING LEVEL	17	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	16	11	37	16	66
ASSET SIZE (MILLIONS)	18	$1,430.0	$10,323.5	$2,262.6	$12,666.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$34,251	$63,011	$61,600	$90,500
BONUS	5	5,955	17,552	14,000	30,925
TOTAL COMPENSATION	9	35,750	72,762	61,600	112,425
AGE	9	43	47	46	52
YEARS OF EDUCATION	9	16	16	16	17
YEARS WITH PRESENT BANK	9	8	15	14	20
YEARS IN POSITION	8	2	7	6	9
REPORTING LEVEL	9	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	8	26	234	105	431
ASSET SIZE (MILLIONS)	9	$1,777.7	$7,562.8	$4,356.8	$13,207.1

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$23,065	$28,549	$27,000	$31,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	23,643	29,171	27,400	32,358
AGE	10	34	45	37	61
YEARS OF EDUCATION	10	16	16	16	17
YEARS WITH PRESENT BANK	10	4	9	6	8
YEARS IN POSITION	10	2	4	3	6
REPORTING LEVEL	10	6	5	4	4
TOTAL EMPLOYEES SUPERVISED	8	2	7	6	13
ASSET SIZE (MILLIONS)	10	$1,973.1	$13,296.6	$4,378.4	$17,182.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$29,850	$38,654	$36,000	$47,600
BONUS	5	1,895	4,113	2,980	6,898
TOTAL COMPENSATION	13	29,850	40,236	37,800	47,600
AGE	13	36	43	43	49
YEARS OF EDUCATION	13	16	17	17	18
YEARS WITH PRESENT BANK	13	2	8	6	11
YEARS IN POSITION	12	2	4	3	5
REPORTING LEVEL	13	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	11	9	15	10	24
ASSET SIZE (MILLIONS)	13	$1,306.6	$3,385.0	$2,115.5	$4,378.4

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$29,066	$41,441	$36,150	$54,000
BONUS	6	2,463	4,797	4,975	6,986
TOTAL COMPENSATION	14	29,066	43,497	37,541	59,861
AGE	14	38	48	49	57
YEARS OF EDUCATION	14	16	16	16	17
YEARS WITH PRESENT BANK	14	4	18	19	26
YEARS IN POSITION	14	3	6	5	9
REPORTING LEVEL	14	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	13	9	25	15	44
ASSET SIZE (MILLIONS)	14	$1,353.3	$5,435.6	$2,167.7	$6,331.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$16,963	$23,828	$21,415	$29,485
BONUS	5	1,250	2,326	2,000	3,565
TOTAL COMPENSATION	12	16,963	24,797	22,415	30,610
AGE	12	35	41	41	45
YEARS OF EDUCATION	12	13	15	15	16
YEARS WITH PRESENT BANK	12	7	14	12	21
YEARS IN POSITION	12	2	4	4	5
REPORTING LEVEL	12	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	8	4	8	9	12
ASSET SIZE (MILLIONS)	12	$1,259.9	$5,820.8	$2,167.7	$10,193.7

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$13,000	$15,483	$14,690	$17,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	14,170	16,143	15,970	17,500
AGE	7	28	32	31	39
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	7	3	8	7	13
YEARS IN POSITION	7	2	3	3	3
REPORTING LEVEL	7	7	6	6	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$1,400.0	$15,983.5	$2,220.0	$25,863.3

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$12,159	$18,384	$18,750	$24,425
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	12,159	18,384	18,750	24,425
AGE	5	35	45	43	57
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	11	20	14	32
YEARS IN POSITION	5	5	8	7	12
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$1,737.6	$13,827.3	$14,289.3	$25,686.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$13,375	$17,363	$16,588	$22,125
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	6	13,375	17,363	16,588	22,125
AGE	5	26	33	27	43
YEARS OF EDUCATION	5	18	18	18	18
YEARS WITH PRESENT BANK	5	2	2	2	2
YEARS IN POSITION	5	1	2	2	2
REPORTING LEVEL	5	8	6	6	5
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	6	$1,973.1	$10,049.3	$8,240.9	$17,182.8

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$11,000	$12,163	$12,000	$13,842
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	11,000	12,196	12,000	13,842
AGE	8	23	29	25	26
YEARS OF EDUCATION	8	16	16	16	16
YEARS WITH PRESENT BANK	8	1	2	2	2
YEARS IN POSITION	8	1	2	2	2
REPORTING LEVEL	7	8	6	6	5
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	9	$1,373.9	$7,219.2	$2,305.2	$13,207.1

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$35,277	$53,929	$54,200	$70,375
BONUS	6	3,940	13,882	9,525	24,164
TOTAL COMPENSATION	14	37,349	59,879	54,200	81,038
AGE	14	40	45	43	51
YEARS OF EDUCATION	14	12	15	16	16
YEARS WITH PRESENT BANK	14	10	16	15	22
YEARS IN POSITION	13	3	5	4	8
REPORTING LEVEL	13	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	116	939	442	2,182
ASSET SIZE (MILLIONS)	14	$1,519.6	$9,687.0	$3,288.4	$17,094.2

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$13,838	$45,042	$34,250	$66,475
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	13,838	48,113	35,963	70,225
AGE	6	37	51	49	66
YEARS OF EDUCATION	6	12	15	16	16
YEARS WITH PRESENT BANK	6	8	14	13	23
YEARS IN POSITION	6	4	5	5	6
REPORTING LEVEL	5	9	5	3	3
TOTAL EMPLOYEES SUPERVISED	5	5	701	610	1,444
ASSET SIZE (MILLIONS)	6	$2,257.8	$13,701.2	$13,207.1	$25,597.4

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$33,300	$43,540	$39,000	$53,000
BONUS	8	3,085	7,169	4,065	9,250
TOTAL COMPENSATION	15	34,965	47,363	39,000	60,000
AGE	15	43	51	53	60
YEARS OF EDUCATION	15	14	15	16	16
YEARS WITH PRESENT BANK	15	6	18	18	23
YEARS IN POSITION	14	4	7	6	10
REPORTING LEVEL	15	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	12	14	36	18	65
ASSET SIZE (MILLIONS)	15	$1,400.0	$8,795.3	$2,220.0	$6,000.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$23,300	$37,327	$31,000	$45,250
BONUS	6	2,480	4,705	4,275	6,879
TOTAL COMPENSATION	13	23,900	39,498	31,000	48,419
AGE	13	35	39	37	43
YEARS OF EDUCATION	13	16	16	16	17
YEARS WITH PRESENT BANK	13	6	13	13	18
YEARS IN POSITION	13	2	5	4	7
REPORTING LEVEL	13	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	5	30	8	35
ASSET SIZE (MILLIONS)	13	$1,473.0	$10,406.2	$2,220.0	$13,207.1

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$23,625	$29,797	$26,464	$37,875
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	23,625	30,577	26,464	37,875
AGE	14	48	54	55	59
YEARS OF EDUCATION	14	12	14	16	16
YEARS WITH PRESENT BANK	14	9	15	12	23
YEARS IN POSITION	13	2	6	5	9
REPORTING LEVEL	14	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	11	8	60	45	95
ASSET SIZE (MILLIONS)	14	$1,519.6	$8,337.1	$3,331.0	$12,666.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$21,600	$28,887	$28,182	$35,275
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	23,343	29,692	28,182	35,275
AGE	14	37	42	40	48
YEARS OF EDUCATION	14	16	16	17	18
YEARS WITH PRESENT BANK	14	6	13	11	18
YEARS IN POSITION	14	2	4	3	5
REPORTING LEVEL	14	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	13	3	7	6	11
ASSET SIZE (MILLIONS)	14	$1,509.6	$8,293.7	$3,288.4	$12,666.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$43,600	$71,754	$71,050	$84,000
BONUS	5	5,691	14,401	10,000	25,313
TOTAL COMPENSATION	10	43,600	78,954	75,550	95,406
AGE	10	46	52	52	56
YEARS OF EDUCATION	10	16	17	16	19
YEARS WITH PRESENT BANK	10	18	22	25	26
YEARS IN POSITION	9	4	7	7	8
REPORTING LEVEL	10	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	81	362	315	513
ASSET SIZE (MILLIONS)	10	$1,519.6	$6,961.1	$3,331.0	$12,666.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$25,901	$35,478	$33,500	$40,100
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	25,901	36,360	33,500	40,100
AGE	9	44	48	49	52
YEARS OF EDUCATION	9	14	15	16	16
YEARS WITH PRESENT BANK	9	12	19	16	29
YEARS IN POSITION	8	4	6	6	8
REPORTING LEVEL	9	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	8	27	132	78	251
ASSET SIZE (MILLIONS)	9	$1,493.0	$6,387.3	$2,305.2	$9,344.6

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1979 Bank Officer Cash Compensation Survey

A report prepared for
Bank Administration Institute's
Human Resources Commission

By

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Bank Administration Institute

Park Ridge, Illinois

Bank Administration Institute

Bank Administration Institute is a not-for-profit corporation whose broad goals are to help bank administrators achieve high levels of professional effectiveness and to help solve significant banking problems. These goals are pursued through programs of research and development, education, and technical assistance.

Founded in 1924, the Institute is today the largest technical banking association in the world. It is governed by a Board of Directors. Responsibility for management of the Institute's activities within a framework of policy established by the Board rests with the President, who is assisted by a staff located in Park Ridge, Illinois.

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Introductory Note

Data for your individual region begins on the page indicated by a shaded edge.

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- Your Geographic Region

Conducting the Survey

This is the eighth national bank officer salary survey conducted by the Human Resources Commission of Bank Administration Institute. Survey forms were mailed to BAI members in April, 1979. A total of 3,203 banks provided usable returns. These banks ranged in asset size from under $10 million to over $1 billion.

Several changes were made in this year's survey. In addition to reporting current salary data, for the first time in the 15-year history of the study, banks were asked to provide information on annual bonuses. This was done to ensure that officers' total direct compensation is fully summarized.

Other changes in this year's survey include:

- Revising the list of survey positions, as follows:

  Eighteen positions were surveyed for banks under $50 million in assets. Forty-one positions were surveyed for banks $50 million and over in assets.

- Expanding the survey results to include 25th percentile, mean, median, and 75th percentile data.

- Requesting data on the following pay-related information:

  Reporting level

  Number of employees supervised

  Age

  Years with bank

  Years in present position

  Education.

Geographic Region and Asset Size

The data were gathered and sorted by geographic region and asset size. States that comprise the nine geographic regions are listed below. Also listed are the number of participating banks and the number of officers surveyed in each region. The following sections of this report include the results for all

regions combined (national) and for your region. Reports for banks in other geographic regions are available on request from BAI (see enclosed order form).

Participating Banks	Number of Officers Surveyed	Regions	States	
112	1,360	I. New England	Connecticut Maine Massachusetts	New Hampshire Rhode Island Vermont
211	3,051	II. Mid-Atlantic	New Jersey New York	Pennsylvania
431	4,560	III. South-Atlantic	Delaware Florida Georgia Maryland North Carolina	South Carolina Virginia Washington, D.C. West Virginia
818	8,085	IV. East-North Central	Illinois Indiana Michigan	Ohio Wisconsin
190	1,819	V. East-South Central	Alabama Kentucky	Mississippi Tennessee
600	4,234	VI. West-North Central	Iowa Kansas Minnesota Missouri	Nebraska North Dakota South Dakota
434	4,115	VII. West-South Central	Arkansas Louisiana	Oklahoma Texas
221	2,140	VIII. Mountain	Arizona Colorado Idaho Montana	New Mexico Nevada Utah Wyoming
124	1,425	IX. Pacific	Alaska California Hawaii	Oregon Washington
3,141*	30,789*			

*Of the 3,203 banks providing usable returns, 62 banks did not report their geographic region; therefore, data for their 350 officer positions were included only in the results for all regions combined (national).

Banks in each geographic region were divided into 10 asset size categories. The 10 categories and the number of banks in each category are listed below by geographic region. No tables are presented when less than five banks participated in any resource category.

Total Assets	Total*	Geographic Region I	II	III	IV	V	VI	VII	VIII	IX
1. $1 Billion and over	78	3	19	16	15	2	5	6	4	8
2. $500 to $999 million	54	2	13	10	9	4	3	7	4	2
3. $250 to $499 million	106	7	24	17	26	3	5	15	3	6
4. $100 to $249 million	353	17	48	52	103	21	30	47	19	16
5. $50 to $99 million	426	20	36	57	128	25	66	51	27	16
6. $40 to $49 million	347	19	20	46	107	17	45	54	24	15
7. $30 to $39 million	373	11	15	45	93	25	80	64	23	17
8. $20 to $29 million	457	11	18	68	110	42	91	74	30	13
9. $10 to $19 million	624	18	14	90	163	36	154	72	60	17
10. Less than $10 million	323	4	4	30	64	15	121	44	27	14

*The 62 banks that did not report geographic region are not included in these results.

Officer Positions Surveyed

The 18 positions surveyed in banks under $50 million in asset size and the 41 positions surveyed in banks $50 million and over in asset size are listed below. Positions new to this year's survey are marked with an asterisk (*).

Banks Under $50 Million in Asset Size

Chief Executive Officer
Second Ranking Officer
Branch Manager—Large
Branch Manager—Small
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
*Instalment Loan Collector
Top Instalment Loan Officer
Junior Instalment Loan Officer
Top Internal Auditing Officer
*General Loan Officer
*Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Operations Officer
Top Personnel Officer
Top Trust Department Officer

Banks $50 Million and Over in Asset Size

*Chief Executive Officer
*Second Ranking Officer
*Top Administrative Officer
Top Advertising Officer
Top Bank Investment Officer
*Bond Department Manager
Top Branch Administration Officer
Branch Manager—Large
Branch Manager—Medium
Branch Manager—Small
Top Business Development Officer
*Business Development Officer
Commercial Credit Department Manager
*Commercial Loan Department Manager
Commercial Loan Officer
Junior Commercial Loan Officer
Top Correspondent Bank Officer
Top EDP Officer
Top Financial Officer

*New position

Instalment Loan Collection Manager
*Instalment Loan Department Manager
Instalment Loan Officer
Top Internal Auditing Officer
Top International Banking Officer
*Loan Review Officer
Marketing Director
*Mortgage Loan Department Manager
Mortgage Loan Officer
*Junior Mortgage Loan Officer
*New Accounts Officer/ Representative
Officer Trainee (Master's Degree)
Officer Trainee (Bachelor's Degree Only)
Top Operations Officer
*Personal Banking Manager
*Personal Banking Officer
Top Personnel Officer
*Portfolio Manager
Top Security Officer
Training Director
Top Trust Department Officer
Trust Operations Manager

*New position

Survey Analysis

The following sections of this report contain tables, like the one shown below, which summarize the survey data. There is one table for each position in each bank asset size category in your geographic region, as well as one table for each position in each bank asset size category for all geographic regions combined.

The top portion of each table shows 25th percentile, mean, median, and 75th percentile base salary, bonus, and total compensation information.

Commercial Loan Officer
Hypothetical Survey Results

	Cases	25th	Mean	Median	75th
Base Salary[1]	34	$13 200	$18,390	$18,761	$25,683
Bonus[2]	13	790	921	972	1,000
Total Compensation[3]	34	13,500	18,949	19,500	26,000
Age	34	25	34	31	59
Years of Education	34	12	16	16	18
Years with Present Bank	34	2	9	6	33
Years in Position	34	1	6	4	28
Reporting Level	34	7	5	4	3
Total Employees Supervised	34	0	1	0	3
Asset Size (Millions)	34	$43.7	$45.8	$46.2	$48.5

[1] *Base Salary* information summarizes the range of base salaries reported by bonus-paying and nonbonus-paying banks combined.

[2] *Bonus* information summarizes the range of bonus awards in bonus-paying banks only.

[3] *Total compensation* information combines base salaries in nonbonus-paying banks with total compensation levels (i.e., base salaries plus bonus awards) in bonus-paying banks.

Because some banks did not report paying bonuses, the reported base salary information plus the reported bonus information may not equal the reported total compensation information.

The bottom portion of each table summarizes pay-related information (i.e., age, education, and so on) collected in the survey. This information is provided to assist you in evaluating your bank's actual pay levels. For example, actual pay levels for one of your bank's officers may be above the survey median compensation levels *because* your officer is older, has greater educa-

tion, years of service and time in position, is at a higher reporting level, and supervises more employees than the median of officers surveyed in his or her position.

The remainder of this section discusses two hypothetical examples, which more fully illustrate the use of this year's survey data.

Hypothetical Example 1

Compare the following data for a *hypothetical* commercial loan officer in your bank with the *hypothetical* survey results for commercial loan officers shown in the sample table on page 5.

Position:	Commercial Loan Officer
Base Salary	$24,500
Bonus	—
Total Compensation	$24,500
Age	45
Education	16
Years with Bank	12
Years in Position	10
Reporting Level	3
Total Employees Supervised	5
Bank Asset Size (Millions)	$47.0

Since your bank's hypothetical commercial loan officer did not receive a bonus, you should compare his or her total compensation of $24,500 with the range of total compensation shown in the sample table. Your bank's commercial loan officer appears to be paid well above the survey median of $19,500, and below the survey 75th percentile of $26,000. However, before concluding that your bank's commercial loan officer is overpaid, consider the following pay-related information:

1. *Age.* At 45 years, your officer is midway between the survey median of 31 and the survey 75th percentile of 59.
2. *Education.* At 16 years, your officer is at the survey median of 16.
3. *Years with bank.* At 12 years, your officer is above the survey median of 6, but well below the survey 75th percentile of 33.
4. *Years in position.* At 10 years, your officer is above the survey median of 4 years, but well below the survey 75th percentile of 28.
5. *Reporting level.* At 3, your officer is at the survey 75th percentile of 3.
6. *Total employees supervised.* At 5, your officer is above the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer probably is not overpaid. This officer is (1) above the survey 75th percentile in total number of employees supervised, (2) at the survey 75th percentile in reporting level; (3) between the survey median and survey 75th percentile in age, years with the bank, years in position, and bank asset size; and (4) at the survey median in education. Thus, this officer's total compensation of $24,500 appears to be justifiable.

Hypothetical Example 2

Let's consider a second *hypothetical* example. Suppose your bank's commercial loan officer has the following characteristics:

Position:	Commercial Loan Officer
Base Salary	$16,000
Bonus	1,600
Total Compensation	$17,600
Age	31
Education	18 (MBA)
Years with Bank	4
Years in Position	4
Reporting Level	4
Total Employees Supervised	3
Bank Asset Size (Millions)	$47.0

This commercial loan officer's base salary of $16,000 falls between the survey 25th percentile of $13,200 and the survey mean of $18,390. His or her total compensation of $17,600 falls between the survey 25th percentile base salary plus survey 25th percentile bonus of $13,990 and the survey mean base salary plus mean bonus of $19,311. Thus, this officer appears to be underpaid in both base salary and total compensation. This conclusion is reinforced by the following pay-related information:

1. *Age.* At 31, your officer is at the survey 75th percentile of 18.
2. *Education.* At 18 (MBA), your officer is at the survey 75th percentile of 18.
3. *Years with bank.* At 4, your officer is between the survey 25th percentile of 2 and the survey median of 6.
4. *Years in position.* At 4, your officer is at the survey median of 4.
5. *Reporting level.* At 4, your officer is at the survey median of 4.
6. *Total employees supervised.* At 3, your officer is at the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably underpaid. This officer is (1) at the survey 75th percentile in education and total employees supervised; (2) between

the survey median and survey 75th percentile in bank asset size; (3) at the survey median in age, years in position, and reporting level; and (4) between the survey 25th percentile and survey mean only in years with the bank. Thus, it would be justifiable to pay this officer at the survey median total compensation level of $19,500. In fact, you might decide that he or she is better qualified and has more responsibility than the median survey commercial loan officer, and should be paid above the survey median total compensation level.

Cash Compensation Data

All Regions Combined

- Banks Under $50 Millions in Asset Size
- Banks $50 Million and Over in Asset Size

BEST AVAILABLE COPY

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: LESS THAN $10 MILLION

Of the 3,203 banks submitting data for the national survey results, 332 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Mortgage Loan Officer
Top Trust Department Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	328	$20,640	$25,608	$25,000	$30,306
BONUS	212	1,500	5,480	3,200	7,864
TOTAL COMPENSATION	328	22,850	29,149	28,100	34,000
AGE	319	40	48	47	56
YEARS OF EDUCATION	326	14	15	16	16
YEARS WITH PRESENT BANK	322	3	13	7	19
YEARS IN POSITION	322	3	8	5	11
REPORTING LEVEL	327	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	322	5	9	8	12
ASSET SIZE (MILLIONS)	328	$5.4	$6.6	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	271	$14,400	$17,682	$17,500	$20,500
BONUS	182	1,000	3,324	1,889	4,400
TOTAL COMPENSATION	271	16,000	19,915	19,200	23,000
AGE	264	32	41	40	49
YEARS OF EDUCATION	270	12	14	14	16
YEARS WITH PRESENT BANK	267	3	10	7	14
YEARS IN POSITION	262	2	5	3	7
REPORTING LEVEL	220	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	228	3	7	6	10
ASSET SIZE (MILLIONS)	271	$5.7	$6.8	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$9,021	$11,822	$10,500	$15,750
BONUS	8	478	593	550	869
TOTAL COMPENSATION	17	9,071	12,101	10,810	16,000
AGE	16	27	39	34	51
YEARS OF EDUCATION	15	12	13	12	14
YEARS WITH PRESENT BANK	16	3	6	4	8
YEARS IN POSITION	16	1	[illegible]	2	6
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	2	3	3	5
ASSET SIZE (MILLIONS)	17	$6.2	$7.0	$7.2	$8.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$6,740	$9,848	$11,760	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	7,115	10,090	11,760	12,231
AGE	5	43	54	47	70
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	2	4	3	6
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$5.0	$7.0	$7.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,400	$23,092	$22,800	$27,000
BONUS	6	1,438	3,021	2,237	5,325
TOTAL COMPENSATION	11	18,500	24,739	22,800	29,500
AGE	11	33	43	41	52
YEARS OF EDUCATION	11	14	15	15	16
YEARS WITH PRESENT BANK	11	2	6	3	11
YEARS IN POSITION	11	2	5	3	5
REPORTING LEVEL	10	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	8	3	8	9	12
ASSET SIZE (MILLIONS)	11	$6.8	$7.5	$7.2	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,950	$13,718	$11,000	$18,844
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	10,450	14,298	11,000	19,794
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$6.3	$7.1	$6.8	$8.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$9,625	$11,700	$12,000	$13,425
BONUS	11	350	1,356	1,500	1,720
TOTAL COMPENSATION	16	9,963	12,633	13,250	14,599
AGE	16	28	42	47	56
YEARS OF EDUCATION	16	12	13	12	14
YEARS WITH PRESENT BANK	16	3	13	7	28
YEARS IN POSITION	16	2	7	4	8
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	3	6	6	10
ASSET SIZE (MILLIONS)	16	$5.3	$7.1	$7.6	$8.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$7,800	$10,251	$9,564	$12,450
BONUS	6	536	900	849	1,180
TOTAL COMPENSATION	9	8,329	10,851	10,561	13,310
AGE	8	27	34	31	42
YEARS OF EDUCATION	9	12	14	14	15
YEARS WITH PRESENT BANK	9	2	3	2	4
YEARS IN POSITION	7	2	2	2	2
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	9	$6.2	$6.9	$7.0	$7.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$12,450	$16,419	$15,000	$18,500
BONUS	5	513	1,798	963	3,500
TOTAL COMPENSATION	22	12,450	16,827	15,000	19,200
AGE	21	29	35	35	41
YEARS OF EDUCATION	22	12	14	13	16
YEARS WITH PRESENT BANK	22	2	4	3	4
YEARS IN POSITION	21	2	2	2	3
REPORTING LEVEL	19	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	17	1	3	1	4
ASSET SIZE (MILLIONS)	22	$6.3	$7.6	$8.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$9,723	$11,992	$11,850	$14,300
BONUS	11	482	1,290	525	1,720
TOTAL COMPENSATION	24	10,600	12,583	12,357	15,018
AGE	22	29	33	34	36
YEARS OF EDUCATION	23	12	14	13	16
YEARS WITH PRESENT BANK	23	1	5	4	6
YEARS IN POSITION	23	1	2	2	2
REPORTING LEVEL	24	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	12	1	4	2	7
ASSET SIZE (MILLIONS)	24	$6.9	$7.6	$8.0	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$8,000	$10,090	$10,000	$12,000
BONUS	14	360	1,388	929	2,250
TOTAL COMPENSATION	19	9,120	11,113	10,400	12,600
AGE	17	32	41	39	47
YEARS OF EDUCATION	19	12	13	12	13
YEARS WITH PRESENT BANK	19	4	12	8	17
YEARS IN POSITION	17	2	4	3	5
REPORTING LEVEL	16	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	3	4	3	5
ASSET SIZE (MILLIONS)	19	$5.5	$7.0	$7.3	$8.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$12,000	$14,809	$14,100	$16,650
BONUS	39	750	1,872	1,440	2,400
TOTAL COMPENSATION	73	12,900	15,809	15,000	18,130
AGE	70	30	36	34	41
YEARS OF EDUCATION	72	12	14	15	16
YEARS WITH PRESENT BANK	73	2	5	3	7
YEARS IN POSITION	73	2	3	3	4
REPORTING LEVEL	66	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	51	2	5	4	6
ASSET SIZE (MILLIONS)	73	$6.5	$7.4	$7.8	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$8,800	$10,531	$10,200	$12,000
BONUS	5	500	802	700	1,155
TOTAL COMPENSATION	11	9,200	10,895	10,200	13,000
AGE	11	24	27	26	28
YEARS OF EDUCATION	11	16	16	16	16
YEARS WITH PRESENT BANK	11	2	3	2	4
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	11	$6.0	$7.6	$7.8	$9.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	179	$10,500	$13,240	$12,600	$15,396
BONUS	102	600	1,673	1,000	2,000
TOTAL COMPENSATION	179	11,400	14,194	13,600	16,400
AGE	174	32	41	40	49
YEARS OF EDUCATION	179	12	13	12	14
YEARS WITH PRESENT BANK	178	3	10	8	14
YEARS IN POSITION	172	2	5	3	6
REPORTING LEVEL	163	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	163	4	7	6	9
ASSET SIZE (MILLIONS)	179	$6.0	$7.0	$7.3	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$7,365	$8,930	$9,600	$11,889
BONUS	6	569	1,279	1,530	1,770
TOTAL COMPENSATION	8	7,528	9,889	11,058	13,365
AGE	8	35	42	45	48
YEARS OF EDUCATION	8	12	13	12	12
YEARS WITH PRESENT BANK	8	5	10	8	16
YEARS IN POSITION	8	2	3	3	3
REPORTING LEVEL	6	4	3	4	2
TOTAL EMPLOYEES SUPERVISED	6	6	8	8	11
ASSET SIZE (MILLIONS)	8	$6.9	$8.4	$8.8	$9.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $10 TO $19 MILLION

Of the 3,203 banks submitting data for the national survey results, 651 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	648	$25,008	$31,035	$30,000	$35,000
BONUS	441	1,792	5,719	3,375	6,500
TOTAL COMPENSATION	648	28,115	34,926	33,000	38,683
AGE	632	41	49	49	57
YEARS OF EDUCATION	638	14	15	16	16
YEARS WITH PRESENT BANK	635	5	14	11	22
YEARS IN POSITION	624	4	8	7	12
REPORTING LEVEL	647	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	629	11	61	16	22
ASSET SIZE (MILLIONS)	648	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	564	$18,000	$21,658	$21,000	$24,330
BONUS	375	1,100	3,070	2,000	3,600
TOTAL COMPENSATION	564	19,200	23,699	22,500	26,305
AGE	539	36	44	42	50
YEARS OF EDUCATION	557	12	14	14	16
YEARS WITH PRESENT BANK	552	4	12	9	17
YEARS IN POSITION	535	3	6	5	8
REPORTING LEVEL	491	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	500	5	48	10	17
ASSET SIZE (MILLIONS)	564	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$12,000	$15,294	$15,666	$18,000
BONUS	13	397	1,153	538	1,952
TOTAL COMPENSATION	19	12,200	16,083	16,538	18,500
AGE	19	32	40	37	49
YEARS OF EDUCATION	18	12	14	14	15
YEARS WITH PRESENT BANK	19	2	6	5	6
YEARS IN POSITION	19	2	4	2	5
REPORTING LEVEL	17	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	18	4	10	8	13
ASSET SIZE (MILLIONS)	19	$13.0	$14.8	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	114	$10,475	$13,489	$13,500	$16,000
BONUS	65	395	1,017	625	1,499
TOTAL COMPENSATION	114	11,048	14,069	14,000	16,525
AGE	110	31	40	37	48
YEARS OF EDUCATION	111	12	14	12	16
YEARS WITH PRESENT BANK	113	3	8	5	11
YEARS IN POSITION	109	2	4	3	5
REPORTING LEVEL	104	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	105	2	4	3	5
ASSET SIZE (MILLIONS)	114	$12.9	$15.3	$15.7	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$11,400	$17,501	$15,400	$20,000
BONUS	20	376	2,150	1,775	2,244
TOTAL COMPENSATION	35	11,400	18,730	16,927	24,000
AGE	34	33	43	41	50
YEARS OF EDUCATION	34	12	14	14	16
YEARS WITH PRESENT BANK	33	3	5	5	6
YEARS IN POSITION	33	2	4	3	6
REPORTING LEVEL	34	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	6	3	10
ASSET SIZE (MILLIONS)	35	$13.4	$14.9	$15.0	$17.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$18,000	$21,248	$20,750	$24,000
BONUS	31	1,125	2,746	2,200	3,000
TOTAL COMPENSATION	56	19,575	22,769	21,960	25,612
AGE	53	34	42	37	48
YEARS OF EDUCATION	54	14	15	16	16
YEARS WITH PRESENT BANK	54	2	6	4	10
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	52	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	2	7	4	7
ASSET SIZE (MILLIONS)	56	$14.0	$15.5	$16.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,000	$13,124	$12,000	$15,000
BONUS	28	313	1,580	919	1,700
TOTAL COMPENSATION	43	11,000	14,153	13,010	15,957
AGE	39	26	36	33	43
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	42	3	8	6	8
YEARS IN POSITION	41	2	3	2	3
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	23	1	4	2	7
ASSET SIZE (MILLIONS)	43	$13.0	$15.3	$15.9	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$10,200	$14,180	$13,500	$16,800
BONUS	38	526	1,652	1,004	1,778
TOTAL COMPENSATION	67	11,050	15,118	13,500	17,700
AGE	64	32	42	40	51
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	4	12	9	18
YEARS IN POSITION	63	2	5	3	6
REPORTING LEVEL	65	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	4	10	7	15
ASSET SIZE (MILLIONS)	67	$12.0	$15.0	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$9,000	$10,843	$10,350	$12,130
BONUS	21	368	1,308	1,000	1,225
TOTAL COMPENSATION	46	9,195	11,440	10,800	12,700
AGE	45	29	34	31	40
YEARS OF EDUCATION	45	12	14	13	15
YEARS WITH PRESENT BANK	46	2	6	3	8
YEARS IN POSITION	45	1	3	2	3
REPORTING LEVEL	40	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	1	6	3	10
ASSET SIZE (MILLIONS)	46	$13.9	$15.6	$15.8	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	187	$13,200	$15,929	$15,500	$18,100
BONUS	115	500	1,443	1,070	1,590
TOTAL COMPENSATION	187	13,910	16,816	16,000	19,600
AGE	178	30	37	34	42
YEARS OF EDUCATION	183	12	14	14	16
YEARS WITH PRESENT BANK	182	3	6	5	8
YEARS IN POSITION	177	2	4	3	5
REPORTING LEVEL	174	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	135	2	4	3	4
ASSET SIZE (MILLIONS)	187	$12.9	$15.1	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	138	$10,017	$11,858	$11,962	$13,200
BONUS	85	408	904	724	1,112
TOTAL COMPENSATION	138	10,700	12,415	12,038	14,000
AGE	130	27	34	31	38
YEARS OF EDUCATION	134	12	14	14	16
YEARS WITH PRESENT BANK	135	3	7	5	8
YEARS IN POSITION	132	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	75	1	4	2	5
ASSET SIZE (MILLIONS)	138	$12.6	$15.3	$15.5	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$10,200	$12,416	$12,000	$13,480
BONUS	48	793	1,927	1,250	2,000
TOTAL COMPENSATION	93	10,450	13,411	12,500	14,370
AGE	85	32	42	41	51
YEARS OF EDUCATION	91	12	13	12	16
YEARS WITH PRESENT BANK	92	4	12	9	17
YEARS IN POSITION	84	2	4	2	4
REPORTING LEVEL	80	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	50	3	9	6	12
ASSET SIZE (MILLIONS)	93	$11.9	$14.5	$14.9	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	254	$13,200	$16,006	$15,980	$18,738
BONUS	155	700	1,784	1,200	2,200
TOTAL COMPENSATION	254	14,000	17,095	16,910	19,617
AGE	241	31	39	36	45
YEARS OF EDUCATION	252	12	14	15	16
YEARS WITH PRESENT BANK	250	3	8	6	10
YEARS IN POSITION	244	2	4	3	5
REPORTING LEVEL	229	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	161	2	5	3	6
ASSET SIZE (MILLIONS)	254	$12.6	$15.0	$15.4	$17.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$12,360	$16,097	$15,000	$18,200
BONUS	19	800	2,824	1,200	3,000
TOTAL COMPENSATION	31	12,800	17,828	15,900	20,000
AGE	28	37	44	44	49
YEARS OF EDUCATION	30	12	13	12	14
YEARS WITH PRESENT BANK	29	3	9	6	13
YEARS IN POSITION	29	2	4	2	5
REPORTING LEVEL	27	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	7	3	12
ASSET SIZE (MILLIONS)	31	$15.2	$16.2	$17.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$9,200	$11,015	$10,800	$12,480
BONUS	22	200	668	481	932
TOTAL COMPENSATION	43	9,450	11,357	11,000	13,000
AGE	41	24	28	27	30
YEARS OF EDUCATION	43	16	16	16	16
YEARS WITH PRESENT BANK	42	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	34	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	1	5	3	7
ASSET SIZE (MILLIONS)	43	$12.5	$15.3	$15.4	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	458	$12,500	$15,989	$15,500	$18,975
BONUS	296	750	1,873	1,208	2,400
TOTAL COMPENSATION	458	13,200	17,199	16,500	19,925
AGE	443	33	41	40	49
YEARS OF EDUCATION	451	12	14	13	16
YEARS WITH PRESENT BANK	451	5	11	9	16
YEARS IN POSITION	438	2	5	4	7
REPORTING LEVEL	423	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	428	6	12	10	16
ASSET SIZE (MILLIONS)	458	$12.2	$14.7	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$10,475	$13,005	$12,100	$14,425
BONUS	37	713	1,875	1,000	1,663
TOTAL COMPENSATION	54	10,975	14,290	13,282	15,000
AGE	51	35	43	42	51
YEARS OF EDUCATION	54	12	13	12	14
YEARS WITH PRESENT BANK	53	6	13	11	19
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	47	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	4	11	10	16
ASSET SIZE (MILLIONS)	54	$13.0	$15.0	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$14,804	$28,134	$20,000	$31,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	14,854	29,496	20,000	33,180
AGE	9	41	48	49	55
YEARS OF EDUCATION	9	13	15	14	17
YEARS WITH PRESENT BANK	9	6	12	10	20
YEARS IN POSITION	9	2	7	6	11
REPORTING LEVEL	7	4	3	2	2
TOTAL EMPLOYEES SUPERVISED	7	2	14	8	24
ASSET SIZE (MILLIONS)	9	$13.8	$15.4	$15.3	$18.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $20 TO $29 MILLION

Of the 3,203 banks submitting data for the national survey results, 463 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	460	$30,000	$36,206	$35,000	$40,000
BONUS	289	2,130	5,387	4,000	7,000
TOTAL COMPENSATION	460	32,800	39,590	37,294	44,675
AGE	451	43	50	50	56
YEARS OF EDUCATION	454	14	15	16	16
YEARS WITH PRESENT BANK	453	6	15	12	22
YEARS IN POSITION	442	4	8	7	11
REPORTING LEVEL	458	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	447	20	35	28	35
ASSET SIZE (MILLIONS)	460	$22.0	$24.3	$24.1	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	395	$21,400	$25,109	$25,000	$28,500
BONUS	239	1,250	3,294	2,260	4,012
TOTAL COMPENSATION	395	23,000	27,103	26,600	30,762
AGE	389	37	45	43	52
YEARS OF EDUCATION	391	12	14	15	16
YEARS WITH PRESENT BANK	388	5	13	10	19
YEARS IN POSITION	374	3	6	5	8
REPORTING LEVEL	362	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	354	8	30	20	31
ASSET SIZE (MILLIONS)	395	$22.0	$24.3	$24.2	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$13,356	$17,265	$18,000	$20,000
BONUS	20	506	1,631	1,200	1,993
TOTAL COMPENSATION	42	13,875	18,041	18,861	21,125
AGE	39	33	40	37	46
YEARS OF EDUCATION	41	12	13	13	15
YEARS WITH PRESENT BANK	40	4	10	7	13
YEARS IN POSITION	39	2	5	4	6
REPORTING LEVEL	38	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	42	6	10	9	12
ASSET SIZE (MILLIONS)	42	$23.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	149	$11,224	$14,167	$13,800	$16,585
BONUS	88	500	1,234	988	1,539
TOTAL COMPENSATION	149	11,713	14,896	14,500	17,450
AGE	144	32	41	40	50
YEARS OF EDUCATION	146	12	13	12	15
YEARS WITH PRESENT BANK	146	3	10	7	12
YEARS IN POSITION	144	2	5	3	6
REPORTING LEVEL	141	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	144	3	4	4	5
ASSET SIZE (MILLIONS)	149	$22.6	$24.9	$25.0	$27.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,150	$17,769	$16,700	$21,063
BONUS	34	514	1,330	1,000	1,852
TOTAL COMPENSATION	70	12,775	18,415	17,050	23,025
AGE	68	33	44	43	54
YEARS OF EDUCATION	67	13	15	16	16
YEARS WITH PRESENT BANK	69	2	8	5	8
YEARS IN POSITION	66	2	4	3	5
REPORTING LEVEL	66	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	1	7	3	6
ASSET SIZE (MILLIONS)	70	$23.0	$25.3	$25.2	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$18,000	$21,972	$21,550	$25,515
BONUS	70	825	2,546	1,883	3,379
TOTAL COMPENSATION	128	19,000	23,365	22,796	27,328
AGE	127	34	42	40	49
YEARS OF EDUCATION	126	14	15	16	16
YEARS WITH PRESENT BANK	128	3	8	6	11
YEARS IN POSITION	122	2	4	3	5
REPORTING LEVEL	118	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	8	4	7
ASSET SIZE (MILLIONS)	128	$22.9	$24.9	$25.0	$27.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$11,250	$13,591	$13,840	$16,000
BONUS	31	500	1,680	1,200	1,769
TOTAL COMPENSATION	49	12,000	14,654	14,700	17,055
AGE	49	27	34	31	40
YEARS OF EDUCATION	49	12	14	16	16
YEARS WITH PRESENT BANK	49	3	8	6	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	47	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	29	1	5	2	6
ASSET SIZE (MILLIONS)	49	$22.5	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	85	$13,000	$16,123	$15,000	$19,000
BONUS	50	594	1,341	1,119	1,725
TOTAL COMPENSATION	85	14,075	16,911	16,000	19,851
AGE	83	32	41	39	50
YEARS OF EDUCATION	83	12	14	14	16
YEARS WITH PRESENT BANK	83	3	11	7	17
YEARS IN POSITION	80	2	5	3	7
REPORTING LEVEL	83	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	69	4	12	9	18
ASSET SIZE (MILLIONS)	85	$22.6	$24.8	$25.0	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	79	$10,000	$11,053	$11,075	$12,500
BONUS	40	465	847	750	1,000
TOTAL COMPENSATION	79	10,000	11,482	11,700	13,000
AGE	78	27	35	32	41
YEARS OF EDUCATION	79	12	14	13	16
YEARS WITH PRESENT BANK	79	2	5	3	6
YEARS IN POSITION	79	2	3	2	3
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	1	6	3	7
ASSET SIZE (MILLIONS)	79	$22.0	$24.8	$25.0	$27.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	255	$14,500	$17,120	$16,500	$19,500
BONUS	151	750	1,766	1,500	2,150
TOTAL COMPENSATION	255	15,050	16,165	17,810	20,790
AGE	251	32	39	37	45
YEARS OF EDUCATION	251	12	14	14	16
YEARS WITH PRESENT BANK	254	3	8	6	10
YEARS IN POSITION	248	2	5	3	6
REPORTING LEVEL	241	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	2	5	3	5
ASSET SIZE (MILLIONS)	255	$22.0	$24.5	$24.7	$26.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$10,800	$12,453	$12,250	$14,200
BONUS	93	554	1,129	1,037	1,500
TOTAL COMPENSATION	183	11,390	13,027	12,844	14,800
AGE	181	28	34	32	39
YEARS OF EDUCATION	182	12	14	14	16
YEARS WITH PRESENT BANK	182	2	6	5	8
YEARS IN POSITION	176	2	3	2	3
REPORTING LEVEL	175	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	97	1	4	2	5
ASSET SIZE (MILLIONS)	183	$23.0	$25.2	$25.3	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	115	$10,644	$13,629	$12,550	$15,000
BONUS	60	789	1,384	1,155	1,628
TOTAL COMPENSATION	115	11,100	14,351	13,000	15,805
AGE	113	31	41	41	50
YEARS OF EDUCATION	112	12	14	13	16
YEARS WITH PRESENT BANK	113	5	11	9	15
YEARS IN POSITION	111	2	4	3	5
REPORTING LEVEL	107	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	57	1	10	3	12
ASSET SIZE (MILLIONS)	115	$23.0	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	232	$15,000	$18,089	$18,000	$20,200
BONUS	134	773	2,056	1,485	2,500
TOTAL COMPENSATION	232	16,000	19,276	18,975	22,384
AGE	221	32	40	37	47
YEARS OF EDUCATION	227	12	14	14	16
YEARS WITH PRESENT BANK	225	3	9	7	12
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	221	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	164	2	6	4	7
ASSET SIZE (MILLIONS)	232	$22.9	$24.7	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$14,040	$17,982	$18,000	$20,501
BONUS	30	769	1,644	1,368	2,015
TOTAL COMPENSATION	67	15,000	18,718	18,750	21,200
AGE	65	32	41	40	49
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	3	9	8	12
YEARS IN POSITION	63	2	4	3	4
REPORTING LEVEL	64	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	8	3	4
ASSET SIZE (MILLIONS)	67	$22.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$9,195	$10,901	$10,350	$12,500
BONUS	11	215	802	500	1,340
TOTAL COMPENSATION	32	9,615	11,176	10,500	12,957
AGE	31	24	27	25	28
YEARS OF EDUCATION	32	16	16	16	16
YEARS WITH PRESENT BANK	32	2	4	2	3
YEARS IN POSITION	30	1	2	2	2
REPORTING LEVEL	31	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	4	6
ASSET SIZE (MILLIONS)	32	$22.0	$24.5	$24.5	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	353	$15,454	$18,296	$18,000	$21,000
BONUS	192	810	2,131	1,500	2,500
TOTAL COMPENSATION	353	16,225	19,455	19,200	22,978
AGE	351	33	41	40	47
YEARS OF EDUCATION	348	12	14	14	16
YEARS WITH PRESENT BANK	351	5	11	8	17
YEARS IN POSITION	339	2	5	4	6
REPORTING LEVEL	335	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	329	11	20	18	27
ASSET SIZE (MILLIONS)	353	$22.0	$24.4	$24.5	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$12,000	$15,026	$13,900	$16,500
BONUS	37	740	1,585	1,300	2,060
TOTAL COMPENSATION	72	12,500	15,841	14,607	17,125
AGE	70	33	42	42	49
YEARS OF EDUCATION	69	12	14	13	16
YEARS WITH PRESENT BANK	70	6	12	10	19
YEARS IN POSITION	68	2	4	3	4
REPORTING LEVEL	67	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	57	5	16	15	23
ASSET SIZE (MILLIONS)	72	$22.3	$24.6	$24.8	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$12,600	$18,085	$17,520	$19,795
BONUS	15	950	1,931	1,385	2,673
TOTAL COMPENSATION	23	13,550	19,344	18,808	22,200
AGE	23	37	46	45	58
YEARS OF EDUCATION	21	14	16	16	17
YEARS WITH PRESENT BANK	23	3	13	10	22
YEARS IN POSITION	23	2	6	3	9
REPORTING LEVEL	20	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	1	3	1	2
ASSET SIZE (MILLIONS)	23	$23.0	$25.1	$25.1	$27.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $30 TO $39 MILLION

Of the 3,203 banks submitting data for the national survey results, 375 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	373	$33,342	$38,466	$38,000	$43,475
BONUS	236	2,126	6,021	4,114	7,000
TOTAL COMPENSATION	373	35,368	42,275	41,400	48,000
AGE	366	45	52	52	59
YEARS OF EDUCATION	371	14	15	16	16
YEARS WITH PRESENT BANK	364	6	17	15	26
YEARS IN POSITION	360	4	9	7	12
REPORTING LEVEL	373	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	356	28	39	38	49
ASSET SIZE (MILLIONS)	373	$31.3	$34.1	$34.0	$36.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	317	$24,000	$28,123	$27,500	$31,000
BONUS	192	1,500	3,649	2,500	4,424
TOTAL COMPENSATION	317	25,004	30,333	29,500	34,235
AGE	308	40	48	48	55
YEARS OF EDUCATION	313	12	15	15	16
YEARS WITH PRESENT BANK	310	7	15	13	23
YEARS IN POSITION	303	3	7	6	10
REPORTING LEVEL	300	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	289	9	27	26	42
ASSET SIZE (MILLIONS)	317	$31.4	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$14,400	$17,404	$18,000	$20,688
BONUS	29	808	1,615	1,400	2,005
TOTAL COMPENSATION	56	15,000	18,241	18,517	20,688
AGE	54	35	43	41	51
YEARS OF EDUCATION	54	12	14	14	16
YEARS WITH PRESENT BANK	54	4	10	9	14
YEARS IN POSITION	51	2	4	3	5
REPORTING LEVEL	51	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	53	6	11	10	14
ASSET SIZE (MILLIONS)	56	$31.9	$34.6	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	161	$10,500	$13,731	$13,200	$16,166
BONUS	84	500	1,180	950	1,500
TOTAL COMPENSATION	161	11,100	14,347	13,810	16,623
AGE	156	33	40	39	48
YEARS OF EDUCATION	158	12	13	12	15
YEARS WITH PRESENT BANK	156	4	9	7	12
YEARS IN POSITION	154	2	4	3	5
REPORTING LEVEL	153	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	156	3	5	4	6
ASSET SIZE (MILLIONS)	161	$32.0	$34.4	$34.7	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$13,150	$17,374	$17,175	$20,150
BONUS	49	563	1,484	1,100	1,862
TOTAL COMPENSATION	86	13,500	18,219	17,516	21,970
AGE	83	32	43	41	51
YEARS OF EDUCATION	83	12	15	16	16
YEARS WITH PRESENT BANK	85	3	9	6	12
YEARS IN POSITION	83	2	4	2	5
REPORTING LEVEL	81	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	43	1	5	2	4
ASSET SIZE (MILLIONS)	86	$32.0	$34.7	$35.0	$37.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	141	$19,950	$23,325	$23,500	$26,450
BONUS	74	1,200	2,266	1,768	3,026
TOTAL COMPENSATION	141	20,910	24,515	24,170	27,789
AGE	139	35	42	39	47
YEARS OF EDUCATION	140	13	15	16	16
YEARS WITH PRESENT BANK	139	4	10	8	13
YEARS IN POSITION	137	2	5	3	6
REPORTING LEVEL	136	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	118	3	9	5	9
ASSET SIZE (MILLIONS)	141	$32.0	$34.8	$35.0	$38.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,075	$14,687	$14,835	$17,000
BONUS	26	264	926	606	1,425
TOTAL COMPENSATION	70	12,175	15,031	15,170	17,525
AGE	67	29	35	33	38
YEARS OF EDUCATION	68	12	14	15	16
YEARS WITH PRESENT BANK	67	3	7	5	9
YEARS IN POSITION	64	2	3	2	4
REPORTING LEVEL	66	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	1	6	2	4
ASSET SIZE (MILLIONS)	70	$32.0	$34.5	$35.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$13,800	$16,661	$16,000	$19,000
BONUS	42	663	1,610	1,227	1,932
TOTAL COMPENSATION	83	14,012	17,[illegible]76	16,374	21,000
AGE	80	32	39	36	47
YEARS OF EDUCATION	82	12	14	14	16
YEARS WITH PRESENT BANK	82	6	11	8	15
YEARS IN POSITION	79	2	4	3	5
REPORTING LEVEL	80	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	66	2	7	4	10
ASSET SIZE (MILLIONS)	83	$32.0	$34.6	$34.7	$37.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	113	$10,000	$11,787	$11,340	$13,200
BONUS	53	400	846	700	1,269
TOTAL COMPENSATION	113	10,125	12,183	11,572	14,165
AGE	106	27	35	32	41
YEARS OF EDUCATION	112	12	13	13	15
YEARS WITH PRESENT BANK	110	2	5	4	6
YEARS IN POSITION	108	2	3	2	3
REPORTING LEVEL	102	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	32	1	3	2	3
ASSET SIZE (MILLIONS)	113	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	260	$15,300	$18,306	$18,000	$20,998
BONUS	139	862	1,720	1,435	2,300
TOTAL COMPENSATION	260	16,213	19,226	19,000	21,657
AGE	253	33	40	38	45
YEARS OF EDUCATION	258	12	14	14	16
YEARS WITH PRESENT BANK	256	4	9	8	12
YEARS IN POSITION	249	2	5	3	6
REPORTING LEVEL	248	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	218	2	5	4	5
ASSET SIZE (MILLIONS)	260	$31.4	$34.1	$34.0	$36.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	195	$11,400	$13,190	$12,600	$15,000
BONUS	101	500	1,183	900	1,500
TOTAL COMPENSATION	195	11,700	13,803	13,200	15,700
AGE	189	28	35	33	41
YEARS OF EDUCATION	191	12	14	14	16
YEARS WITH PRESENT BANK	190	3	7	6	10
YEARS IN POSITION	187	2	3	2	4
REPORTING LEVEL	183	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	95	1	4	2	4
ASSET SIZE (MILLIONS)	195	$32.0	$34.2	$34.0	$36.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	142	$11,879	$14,380	$14,000	$16,500
BONUS	83	500	1,220	950	1,500
TOTAL COMPENSATION	142	12,211	15,093	14,500	17,200
AGE	134	32	41	39	51
YEARS OF EDUCATION	137	12	14	14	16
YEARS WITH PRESENT BANK	136	4	12	8	17
YEARS IN POSITION	134	2	4	3	4
REPORTING LEVEL	130	2	3	3	2
TOTAL EMPLOYEES SUPERVISED	61	1	9	3	12
ASSET SIZE (MILLIONS)	142	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	229	$16,000	$19,296	$19,200	$21,884
BONUS	140	844	2,166	1,720	2,675
TOTAL COMPENSATION	229	16,700	20,621	20,150	24,017
AGE	225	34	42	41	49
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	224	5	11	9	15
YEARS IN POSITION	219	2	5	4	8
REPORTING LEVEL	216	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	148	2	7	4	8
ASSET SIZE (MILLIONS)	229	$31.6	$34.2	$34.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$14,000	$17,878	$17,160	$21,000
BONUS	42	581	1,489	1,164	2,062
TOTAL COMPENSATION	91	14,500	18,565	18,000	22,000
AGE	91	35	42	41	48
YEARS OF EDUCATION	91	12	14	14	16
YEARS WITH PRESENT BANK	90	3	10	8	14
YEARS IN POSITION	88	2	4	3	5
REPORTING LEVEL	89	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	73	1	4	2	4
ASSET SIZE (MILLIONS)	91	$32.0	$34.5	$35.0	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$9,475	$11,050	$10,800	$12,075
BONUS	15	138	999	400	1,000
TOTAL COMPENSATION	42	9,573	11,407	11,175	12,375
AGE	40	25	27	27	29
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	41	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	38	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	7	6	11
ASSET SIZE (MILLIONS)	42	$32.0	$34.2	$33.5	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	313	$17,204	$20,411	$20,100	$23,400
BONUS	175	900	2,201	1,719	2,880
TOTAL COMPENSATION	313	18,000	21,641	20,991	24,500
AGE	307	35	43	42	50
YEARS OF EDUCATION	309	12	14	14	16
YEARS WITH PRESENT BANK	308	6	13	10	18
YEARS IN POSITION	302	2	6	4	8
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	299	14	24	21	33
ASSET SIZE (MILLIONS)	313	$31.1	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$12,063	$15,813	$15,100	$18,000
BONUS	43	496	1,573	1,100	1,734
TOTAL COMPENSATION	80	12,518	16,659	16,025	18,999
AGE	79	34	44	43	52
YEARS OF EDUCATION	80	12	14	14	16
YEARS WITH PRESENT BANK	79	7	12	11	15
YEARS IN POSITION	78	2	4	3	6
REPORTING LEVEL	76	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	4	18	12	29
ASSET SIZE (MILLIONS)	80	$32.0	$34.5	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$15,000	$20,190	$19,710	$24,363
BONUS	39	1,000	2,272	1,700	3,000
TOTAL COMPENSATION	58	16,528	21,718	21,100	25,751
AGE	55	34	45	45	54
YEARS OF EDUCATION	55	13	15	16	16
YEARS WITH PRESENT BANK	55	6	13	8	18
YEARS IN POSITION	54	3	6	5	8
REPORTING LEVEL	56	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	4	2	3
ASSET SIZE (MILLIONS)	58	$32.0	$34.6	$35.0	$37.5

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $40 TO $49 MILLION

Of the 3,203 banks submitting data for the national survey results, 358 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	357	$37,500	$43,556	$42,600	$48,000
BONUS	213	2,910	6,894	4,635	8,536
TOTAL COMPENSATION	357	40,000	47,669	45,680	52,050
AGE	347	46	52	52	58
YEARS OF EDUCATION	351	14	15	16	16
YEARS WITH PRESENT BANK	350	8	17	14	24
YEARS IN POSITION	347	4	9	8	12
REPORTING LEVEL	357	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	340	40	53	51	65
ASSET SIZE (MILLIONS)	357	$42.0	$45.1	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	304	$26,400	$30,913	$30,000	$34,230
BONUS	171	2,000	3,919	3,000	5,000
TOTAL COMPENSATION	304	27,796	33,117	32,094	37,000
AGE	299	41	48	47	54
YEARS OF EDUCATION	297	13	15	16	16
YEARS WITH PRESENT BANK	300	6	15	14	22
YEARS IN POSITION	295	2	6	5	8
REPORTING LEVEL	288	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	281	10	34	33	50
ASSET SIZE (MILLIONS)	304	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$16,000	$19,905	$19,000	$22,500
BONUS	47	1,023	2,144	1,650	2,471
TOTAL COMPENSATION	91	17,000	21,013	19,910	24,000
AGE	88	34	43	41	49
YEARS OF EDUCATION	89	12	14	14	16
YEARS WITH PRESENT BANK	90	4	10	8	14
YEARS IN POSITION	87	2	5	4	6
REPORTING LEVEL	90	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	87	9	14	11	16
ASSET SIZE (MILLIONS)	91	$42.0	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$11,500	$14,554	$14,000	$17,420
BONUS	92	596	1,311	1,180	1,718
TOTAL COMPENSATION	183	11,700	15,213	14,800	18,394
AGE	177	33	41	40	48
YEARS OF EDUCATION	180	12	13	12	14
YEARS WITH PRESENT BANK	179	5	11	9	15
YEARS IN POSITION	173	2	4	3	6
REPORTING LEVEL	177	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	172	3	5	5	6
ASSET SIZE (MILLIONS)	183	$42.0	$45.4	$45.8	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,290	$18,223	$18,000	$22,000
BONUS	56	500	1,239	1,000	1,770
TOTAL COMPENSATION	121	14,300	18,796	18,692	22,500
AGE	116	35	44	42	53
YEARS OF EDUCATION	118	12	14	14	16
YEARS WITH PRESENT BANK	120	3	9	7	12
YEARS IN POSITION	119	2	4	3	6
REPORTING LEVEL	113	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	67	1	6	2	5
ASSET SIZE (MILLIONS)	121	$42.7	$45.7	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$20,015	$24,357	$24,000	$27,648
BONUS	98	948	2,328	1,953	3,288
TOTAL COMPENSATION	198	21,313	25,510	25,000	29,181
AGE	191	34	41	39	47
YEARS OF EDUCATION	191	14	15	16	16
YEARS WITH PRESENT BANK	192	3	9	7	13
YEARS IN POSITION	185	2	5	4	6
REPORTING LEVEL	187	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	158	2	8	5	10
ASSET SIZE (MILLIONS)	198	$42.4	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	99	$13,500	$16,099	$15,500	$19,100
BONUS	50	375	1,024	740	1,275
TOTAL COMPENSATION	99	13,700	16,616	16,000	19,300
AGE	94	30	36	33	40
YEARS OF EDUCATION	96	12	15	16	16
YEARS WITH PRESENT BANK	96	3	7	5	8
YEARS IN POSITION	92	2	3	2	4
REPORTING LEVEL	94	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	2	4
ASSET SIZE (MILLIONS)	99	$41.0	$45.1	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	124	$15,063	$19,023	$18,900	$22,242
BONUS	63	750	1,503	1,350	1,875
TOTAL COMPENSATION	124	15,775	19,786	19,493	23,150
AGE	121	32	42	40	50
YEARS OF EDUCATION	123	12	15	15	16
YEARS WITH PRESENT BANK	123	5	12	10	17
YEARS IN POSITION	119	2	5	3	7
REPORTING LEVEL	118	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	11	4	10
ASSET SIZE (MILLIONS)	124	$42.4	$45.8	$46.6	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	156	$9,600	$11,907	$11,470	$13,795
BONUS	64	318	865	775	1,245
TOTAL COMPENSATION	156	10,000	12,262	11,525	14,296
AGE	151	27	35	31	39
YEARS OF EDUCATION	150	12	14	13	15
YEARS WITH PRESENT BANK	152	2	5	3	5
YEARS IN POSITION	150	2	3	2	3
REPORTING LEVEL	147	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	59	1	2	1	2
ASSET SIZE (MILLIONS)	156	$43.6	$45.9	$47.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	279	$16,080	$19,066	$18,700	$21,600
BONUS	146	815	1,694	1,357	2,333
TOTAL COMPENSATION	279	17,000	19,953	19,500	22,450
AGE	271	33	41	39	46
YEARS OF EDUCATION	268	12	14	14	16
YEARS WITH PRESENT BANK	274	5	10	8	12
YEARS IN POSITION	267	2	6	4	7
REPORTING LEVEL	266	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	233	3	6	5	6
ASSET SIZE (MILLIONS)	279	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	226	$12,038	$13,933	$13,680	$15,425
BONUS	109	500	1,011	1,000	1,400
TOTAL COMPENSATION	226	12,500	14,420	14,000	16,000
AGE	222	29	35	33	38
YEARS OF EDUCATION	222	12	14	14	16
YEARS WITH PRESENT BANK	224	3	7	6	10
YEARS IN POSITION	217	2	3	3	4
REPORTING LEVEL	216	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	124	1	3	2	4
ASSET SIZE (MILLIONS)	226	$42.0	$45.3	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	199	$12,400	$15,059	$14,400	$17,000
BONUS	105	500	1,295	1,000	1,600
TOTAL COMPENSATION	199	13,000	15,742	15,000	17,600
AGE	195	31	40	39	48
YEARS OF EDUCATION	194	12	14	14	16
YEARS WITH PRESENT BANK	198	4	10	8	13
YEARS IN POSITION	194	2	4	3	5
REPORTING LEVEL	173	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	1	7	1	3
ASSET SIZE (MILLIONS)	199	$42.0	$45.4	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	202	$16,400	$19,677	$18,650	$23,000
BONUS	107	964	1,839	1,580	2,400
TOTAL COMPENSATION	202	17,008	20,651	20,173	24,000
AGE	200	34	42	41	48
YEARS OF EDUCATION	199	12	14	14	16
YEARS WITH PRESENT BANK	201	4	11	8	15
YEARS IN POSITION	195	2	5	4	7
REPORTING LEVEL	195	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	133	2	6	4	8
ASSET SIZE (MILLIONS)	202	$42.0	$45.1	$45.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	151	$15,000	$19,396	$19,260	$22,645
BONUS	80	725	1,611	1,228	2,250
TOTAL COMPENSATION	151	16,400	20,250	19,600	23,250
AGE	148	34	43	42	51
YEARS OF EDUCATION	149	12	14	14	16
YEARS WITH PRESENT BANK	150	4	11	8	15
YEARS IN POSITION	145	2	5	4	7
REPORTING LEVEL	146	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	111	1	4	2	3
ASSET SIZE (MILLIONS)	151	$42.0	$45.6	$46.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$9,500	$11,045	$10,800	$12,000
BONUS	21	160	685	500	1,042
TOTAL COMPENSATION	55	9,600	11,307	11,000	12,563
AGE	52	25	28	27	29
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	53	2	3	2	4
YEARS IN POSITION	53	1	2	2	2
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	2	5	2	10
ASSET SIZE (MILLIONS)	55	$41.4	$44.7	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	309	$18,330	$22,448	$21,120	$24,948
BONUS	167	1,080	2,153	1,760	2,695
TOTAL COMPENSATION	309	19,325	23,612	22,400	26,450
AGE	305	36	43	43	50
YEARS OF EDUCATION	304	12	14	14	16
YEARS WITH PRESENT BANK	306	6	13	11	20
YEARS IN POSITION	297	2	6	4	8
REPORTING LEVEL	299	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	291	16	31	29	41
ASSET SIZE (MILLIONS)	309	$42.0	$45.0	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	140	$13,000	$16,069	$15,125	$18,150
BONUS	62	611	1,426	1,145	1,800
TOTAL COMPENSATION	140	13,500	16,701	16,000	18,612
AGE	138	33	42	40	50
YEARS OF EDUCATION	136	12	14	14	16
YEARS WITH PRESENT BANK	138	6	12	9	16
YEARS IN POSITION	137	2	4	3	5
REPORTING LEVEL	135	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	107	3	20	9	28
ASSET SIZE (MILLIONS)	140	$44.0	$46.0	$47.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	100	$16,425	$20,715	$20,735	$24,000
BONUS	55	1,000	1,931	1,667	2,683
TOTAL COMPENSATION	100	17,000	21,777	21,570	25,075
AGE	98	37	45	44	53
YEARS OF EDUCATION	99	13	15	16	16
YEARS WITH PRESENT BANK	98	3	12	8	16
YEARS IN POSITION	96	2	6	4	8
REPORTING LEVEL	96	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	84	1	3	2	3
ASSET SIZE (MILLIONS)	100	$42.0	$45.5	$46.0	$49.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $50 TO $99 MILLION

Of the 3,203 banks submitting data for the national survey results, 431 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Correspondent Bank Officer
Top International Banking Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	425	$42,450	$50,226	$49,000	$55,256
BONUS	220	3,639	8,477	5,375	10,000
TOTAL COMPENSATION	425	45,000	54,613	52,200	61,000
AGE	418	46	53	54	59
YEARS OF EDUCATION	410	14	15	16	16
YEARS WITH PRESENT BANK	419	8	18	16	26
YEARS IN POSITION	414	4	9	7	12
REPORTING LEVEL	424	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	407	65	85	83	102
ASSET SIZE (MILLIONS)	425	$62.0	$72.8	$72.2	$83.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	350	$30,000	$35,531	$34,000	$39,375
BONUS	168	2,246	4,796	3,425	5,682
TOTAL COMPENSATION	350	31,275	37,833	35,620	42,106
AGE	345	42	49	48	56
YEARS OF EDUCATION	339	13	15	16	16
YEARS WITH PRESENT BANK	346	7	17	15	26
YEARS IN POSITION	335	2	6	4	7
REPORTING LEVEL	332	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	321	15	55	59	84
ASSET SIZE (MILLIONS)	350	$60.7	$71.9	$70.9	$82.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	146	$20,225	$26,646	$26,500	$30,500
BONUS	58	1,435	2,711	2,150	3,456
TOTAL COMPENSATION	146	21,981	27,723	27,000	31,275
AGE	143	38	46	46	54
YEARS OF EDUCATION	144	12	14	15	16
YEARS WITH PRESENT BANK	145	7	15	14	23
YEARS IN POSITION	142	2	5	4	7
REPORTING LEVEL	143	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	138	7	43	38	69
ASSET SIZE (MILLIONS)	146	$62.9	$75.3	$77.2	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	38	$15,383	$18,741	$17,850	$20,750
BONUS	13	893	1,231	1,218	1,695
TOTAL COMPENSATION	38	15,460	19,162	18,103	22,001
AGE	38	34	43	42	50
YEARS OF EDUCATION	36	12	14	14	16
YEARS WITH PRESENT BANK	38	6	11	11	14
YEARS IN POSITION	37	3	6	5	7
REPORTING LEVEL	37	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	20	1	9	1	3
ASSET SIZE (MILLIONS)	38	$62.1	$75.1	$72.8	$89.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$20,750	$26,932	$24,720	$31,570
BONUS	17	1,435	2,144	1,800	2,967
TOTAL COMPENSATION	43	21,318	27,780	25,465	32,000
AGE	42	37	47	45	58
YEARS OF EDUCATION	37	13	15	16	16
YEARS WITH PRESENT BANK	42	8	18	14	24
YEARS IN POSITION	40	3	7	5	10
REPORTING LEVEL	40	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	30	1	26	3	34
ASSET SIZE (MILLIONS)	43	$67.8	$78.9	$80.0	$89.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,713	$21,468	$16,430	$29,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12,713	21,968	17,929	29,125
AGE	6	39	45	43	52
YEARS OF EDUCATION	5	13	15	16	16
YEARS WITH PRESENT BANK	6	6	12	12	17
YEARS IN POSITION	6	3	4	5	6
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$71.4	$78.5	$77.5	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	64	$18,250	$21,621	$21,000	$25,325
BONUS	21	675	1,629	1,000	2,082
TOTAL COMPENSATION	64	19,050	22,156	21,100	25,325
AGE	61	36	43	43	50
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	6	13	10	19
YEARS IN POSITION	60	2	3	3	4
REPORTING LEVEL	61	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	11	41	28	47
ASSET SIZE (MILLIONS)	64	$60.1	$72.9	$76.0	$82.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$18,125	$21,366	$21,373	$25,000
BONUS	32	1,000	2,442	1,494	2,062
TOTAL COMPENSATION	62	18,950	22,627	21,550	25,559
AGE	60	36	43	42	51
YEARS OF EDUCATION	60	12	14	14	16
YEARS WITH PRESENT BANK	60	6	12	8	16
YEARS IN POSITION	60	2	6	5	7
REPORTING LEVEL	59	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	10	25
ASSET SIZE (MILLIONS)	62	$60.0	$72.6	$74.6	$82.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	147	$14,900	$17,763	$17,520	$20,330
BONUS	69	710	1,817	1,296	2,171
TOTAL COMPENSATION	147	15,000	18,616	17,983	21,000
AGE	146	33	41	39	49
YEARS OF EDUCATION	142	12	14	13	16
YEARS WITH PRESENT BANK	146	5	11	9	16
YEARS IN POSITION	145	2	5	4	6
REPORTING LEVEL	140	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	140	7	12	11	15
ASSET SIZE (MILLIONS)	147	$63.7	$75.3	$77.8	$86.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	249	$12,450	$14,923	$14,560	$16,987
BONUS	97	567	1,130	949	1,390
TOTAL COMPENSATION	249	12,747	15,363	15,132	17,350
AGE	244	33	42	40	49
YEARS OF EDUCATION	240	12	13	12	15
YEARS WITH PRESENT BANK	246	6	11	9	16
YEARS IN POSITION	241	2	4	3	5
REPORTING LEVEL	238	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	235	4	6	5	7
ASSET SIZE (MILLIONS)	249	$61.7	$73.5	$74.2	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$16,704	$23,703	$23,500	$28,000
BONUS	17	625	1,647	1,500	2,150
TOTAL COMPENSATION	47	17,500	24,298	24,500	28,000
AGE	46	35	44	43	52
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	47	3	9	7	10
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	33	1	8	2	6
ASSET SIZE (MILLIONS)	47	$66.0	$75.4	$77.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,100	$18,052	$16,022	$18,930
BONUS	12	828	2,419	1,123	3,091
TOTAL COMPENSATION	36	14,100	18,859	16,022	21,130
AGE	35	35	44	43	52
YEARS OF EDUCATION	35	12	14	14	16
YEARS WITH PRESENT BANK	36	4	9	9	12
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	1	12	2	4
ASSET SIZE (MILLIONS)	36	$67.5	$76.4	$79.5	$83.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	71	$12,000	$15,918	$14,280	$20,189
BONUS	25	703	1,291	1,200	1,968
TOTAL COMPENSATION	71	12,100	16,372	14,400	20,410
AGE	71	29	39	35	45
YEARS OF EDUCATION	69	14	15	16	16
YEARS WITH PRESENT BANK	71	4	9	6	11
YEARS IN POSITION	69	2	4	3	4
REPORTING LEVEL	67	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	58	1	4	3	5
ASSET SIZE (MILLIONS)	71	$70.0	$78.6	$80.0	$87.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$22,800	$26,643	$26,415	$30,240
BONUS	72	1,349	2,594	2,173	3,293
TOTAL COMPENSATION	198	23,425	27,587	27,215	32,500
AGE	195	36	43	42	48
YEARS OF EDUCATION	189	14	15	16	16
YEARS WITH PRESENT BANK	197	5	12	10	16
YEARS IN POSITION	193	2	5	3	6
REPORTING LEVEL	194	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	185	4	9	6	10
ASSET SIZE (MILLIONS)	198	$65.8	$75.5	$75,3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	272	$18,000	$21,989	$21,450	$24,938
BONUS	99	854	2,073	1,500	2,450
TOTAL COMPENSATION	272	18,725	22,743	22,000	25,877
AGE	268	34	43	41	50
YEARS OF EDUCATION	263	13	15	16	16
YEARS WITH PRESENT BANK	270	4	11	8	15
YEARS IN POSITION	261	2	5	4	6
REPORTING LEVEL	267	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	1	6	3	5
ASSET SIZE (MILLIONS)	272	$64.0	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$14,020	$16,079	$15,900	$18,000
BONUS	41	524	1,185	1,000	1,510
TOTAL COMPENSATION	129	14,400	16,456	16,215	18,254
AGE	127	30	35	33	38
YEARS OF EDUCATION	124	13	15	16	16
YEARS WITH PRESENT BANK	127	3	8	6	9
YEARS IN POSITION	125	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	52	1	5	1	3
ASSET SIZE (MILLIONS)	129	$67.1	$77.1	$78.0	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$16,200	$20,723	$19,900	$24,313
BONUS	41	759	1,793	1,500	2,620
TOTAL COMPENSATION	88	16,220	21,558	21,400	25,122
AGE	87	31	37	35	42
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	4	9	7	11
YEARS IN POSITION	85	2	5	4	7
REPORTING LEVEL	86	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	84	4	11	8	15
ASSET SIZE (MILLIONS)	88	$65.5	$76.3	$77.1	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	239	$21,988	$26,924	$26,000	$30,216
BONUS	102	1,275	3,362	2,467	4,213
TOTAL COMPENSATION	239	23,000	28,359	26,820	31,921
AGE	234	36	44	42	51
YEARS OF EDUCATION	229	14	15	16	16
YEARS WITH PRESENT BANK	237	5	13	11	18
YEARS IN POSITION	232	2	5	4	7
REPORTING LEVEL	233	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	220	3	23	8	35
ASSET SIZE (MILLIONS)	239	$62.0	$73.9	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	168	$10,800	$13,007	$12,385	$15,000
BONUS	52	400	878	711	1,015
TOTAL COMPENSATION	168	10,985	13,279	12,575	15,000
AGE	165	29	37	33	43
YEARS OF EDUCATION	160	12	14	13	16
YEARS WITH PRESENT BANK	166	2	5	4	6
YEARS IN POSITION	158	2	3	2	4
REPORTING LEVEL	162	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	168	$63.6	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	318	$17,500	$20,970	$20,400	$24,100
BONUS	132	951	2,071	1,500	2,483
TOTAL COMPENSATION	318	18,370	21,829	21,000	24,575
AGE	316	36	43	42	50
YEARS OF EDUCATION	308	12	14	14	16
YEARS WITH PRESENT BANK	317	5	12	10	16
YEARS IN POSITION	310	2	6	4	8
REPORTING LEVEL	310	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	302	4	8	6	9
ASSET SIZE (MILLIONS)	318	$63.2	$73.5	$72.8	$84.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	330	$13,500	$16,130	$15,500	$17,681
BONUS	121	582	1,329	1,000	1,793
TOTAL COMPENSATION	330	13,991	16,618	15,838	18,279
AGE	326	31	39	37	46
YEARS OF EDUCATION	320	12	14	14	16
YEARS WITH PRESENT BANK	327	4	10	8	13
YEARS IN POSITION	320	2	5	3	6
REPORTING LEVEL	321	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	2	6	3	6
ASSET SIZE (MILLIONS)	330	$62.0	$73.9	$73.7	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	297	$13,500	$16,493	$16,100	$19,000
BONUS	114	596	1,428	1,188	1,643
TOTAL COMPENSATION	297	13,831	17,041	16,650	19,618
AGE	292	32	40	37	47
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	293	3	10	7	13
YEARS IN POSITION	288	2	5	3	6
REPORTING LEVEL	254	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	195	1	4	1	2
ASSET SIZE (MILLIONS)	297	$62.0	$72.8	$72.2	$82.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	78	$15,975	$21,346	$21,115	$26,825
BONUS	28	841	2,344	1,555	2,702
TOTAL COMPENSATION	78	16,500	22,187	21,250	27,000
AGE	75	33	41	40	48
YEARS OF EDUCATION	74	12	15	16	16
YEARS WITH PRESENT BANK	75	3	8	6	13
YEARS IN POSITION	75	2	3	3	4
REPORTING LEVEL	72	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	53	3	9	5	10
ASSET SIZE (MILLIONS)	78	$63.8	$75.9	$77.4	$86.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	164	$14,800	$18,886	$18,280	$22,440
BONUS	60	652	1,371	1,192	1,987
TOTAL COMPENSATION	164	15,352	19,388	18,661	23,250
AGE	162	32	40	36	47
YEARS OF EDUCATION	159	13	15	16	16
YEARS WITH PRESENT BANK	162	4	9	7	12
YEARS IN POSITION	159	2	4	3	6
REPORTING LEVEL	159	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	164	$63.2	$74.8	$76.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	167	$19,000	$22,284	$21,600	$25,850
BONUS	59	840	2,227	1,940	2,865
TOTAL COMPENSATION	167	19,350	23,071	22,400	26,500
AGE	163	36	45	45	53
YEARS OF EDUCATION	161	12	14	14	16
YEARS WITH PRESENT BANK	164	6	14	12	21
YEARS IN POSITION	163	3	6	4	8
REPORTING LEVEL	161	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	149	2	6	3	4
ASSET SIZE (MILLIONS)	167	$63.9	$74.4	$73.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	143	$16,000	$19,555	$19,000	$22,500
BONUS	59	500	1,577	1,069	2,000
TOTAL COMPENSATION	143	16,200	20,206	19,431	23,500
AGE	142	35	44	44	53
YEARS OF EDUCATION	138	12	14	14	16
YEARS WITH PRESENT BANK	142	5	14	11	21
YEARS IN POSITION	139	2	5	3	6
REPORTING LEVEL	139	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	96	1	4	2	4
ASSET SIZE (MILLIONS)	143	$62.0	$74.2	$72.9	$87.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$11,960	$14,791	$14,980	$17,000
BONUS	19	600	1,201	1,046	1,530
TOTAL COMPENSATION	55	12,000	15,206	15,000	17,730
AGE	54	30	38	37	49
YEARS OF EDUCATION	53	12	14	13	16
YEARS WITH PRESENT BANK	54	4	9	7	12
YEARS IN POSITION	53	2	3	2	4
REPORTING LEVEL	52	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	1	9	2	3
ASSET SIZE (MILLIONS)	55	$70.0	$77.9	$78.0	$88.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	145	$10,500	$12,700	$12,000	$14,550
BONUS	49	474	1,001	833	1,200
TOTAL COMPENSATION	145	10,745	13,039	12,456	14,763
AGE	142	35	45	46	54
YEARS OF EDUCATION	139	12	13	12	12
YEARS WITH PRESENT BANK	143	8	15	14	21
YEARS IN POSITION	141	2	4	3	5
REPORTING LEVEL	139	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	103	3	9	5	9
ASSET SIZE (MILLIONS)	145	$62.4	$73.6	$74.0	$82.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$10,200	$11,258	$11,500	$12,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	10,400	11,490	11,950	12,500
AGE	12	24	27	26	28
YEARS OF EDUCATION	12	17	17	18	18
YEARS WITH PRESENT BANK	12	2	2	2	3
YEARS IN POSITION	12	1	2	2	2
REPORTING LEVEL	12	5	4	5	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	12	$68.7	$81.4	$85.8	$89.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	90	$9,371	$10,627	$10,710	$12,000
BONUS	20	313	693	626	917
TOTAL COMPENSATION	90	9,500	10,781	10,800	12,000
AGE	88	24	26	26	28
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	90	2	2	2	3
YEARS IN POSITION	90	1	2	2	2
REPORTING LEVEL	86	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	3	11	12	15
ASSET SIZE (MILLIONS)	90	$64.0	$75.5	$78.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	316	$18,000	$22,629	$22,000	$25,733
BONUS	128	999	2,214	1,801	2,970
TOTAL COMPENSATION	316	18,610	23,526	22,900	27,190
AGE	310	36	42	41	49
YEARS OF EDUCATION	305	12	14	14	16
YEARS WITH PRESENT BANK	313	6	14	12	21
YEARS IN POSITION	306	2	5	4	6
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	298	18	40	35	55
ASSET SIZE (MILLIONS)	316	$62.1	$73.5	$72.9	$83.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$16,275	$19,538	$18,660	$22,388
BONUS	13	362	1,300	1,300	2,249
TOTAL COMPENSATION	46	16,275	19,906	19,073	23,563
AGE	45	38	46	43	55
YEARS OF EDUCATION	45	12	13	12	14
YEARS WITH PRESENT BANK	45	6	14	12	20
YEARS IN POSITION	43	2	4	2	5
REPORTING LEVEL	43	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	41	6	9	8	12
ASSET SIZE (MILLIONS)	46	$69.5	$78.0	$78.0	$85.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$12,000	$15,064	$14,500	$16,800
BONUS	22	1,000	1,633	1,756	1,974
TOTAL COMPENSATION	67	13,100	15,600	14,900	17,784
AGE	64	32	43	43	54
YEARS OF EDUCATION	63	12	13	12	16
YEARS WITH PRESENT BANK	65	5	14	13	21
YEARS IN POSITION	64	2	5	4	6
REPORTING LEVEL	65	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	2	7	4	8
ASSET SIZE (MILLIONS)	67	$65.0	$75.5	$77.3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$13,500	$17,316	$16,200	$19,980
BONUS	68	601	1,583	1,030	2,177
TOTAL COMPENSATION	207	13,600	17,836	16,980	20,040
AGE	204	36	45	45	54
YEARS OF EDUCATION	202	12	14	13	16
YEARS WITH PRESENT BANK	204	5	14	10	19
YEARS IN POSITION	202	2	4	3	5
REPORTING LEVEL	199	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	154	1	18	3	24
ASSET SIZE (MILLIONS)	207	$65.0	$76.4	$77.4	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$19,670	$26,479	$22,500	$35,047
BONUS	8	1,167	1,919	1,629	2,100
TOTAL COMPENSATION	20	21,354	27,247	24,300	36,175
AGE	20	35	43	41	53
YEARS OF EDUCATION	20	14	15	16	16
YEARS WITH PRESENT BANK	20	7	12	11	16
YEARS IN POSITION	20	3	5	5	7
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	2	41	9	96
ASSET SIZE (MILLIONS)	20	$68.1	$79.5	$80.0	$88.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$13,100	$17,160	$16,500	$21,000
BONUS	38	595	1,584	1,045	1,938
TOTAL COMPENSATION	93	13,790	17,808	16,555	21,250
AGE	90	34	44	45	55
YEARS OF EDUCATION	87	12	14	13	16
YEARS WITH PRESENT BANK	92	5	15	11	23
YEARS IN POSITION	89	2	4	3	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	53	3	20	5	20
ASSET SIZE (MILLIONS)	93	$65.0	$75.6	$76.6	$84.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$10,625	$14,258	$13,912	$15,960
BONUS	9	175	1,028	582	1,941
TOTAL COMPENSATION	24	11,050	14,643	13,928	15,960
AGE	23	38	46	51	53
YEARS OF EDUCATION	23	12	13	12	14
YEARS WITH PRESENT BANK	23	6	14	12	23
YEARS IN POSITION	21	2	3	2	3
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	5	21	8	14
ASSET SIZE (MILLIONS)	24	$68.3	$79.2	$80.6	$92.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	216	$21,300	$26,653	$25,850	$31,000
BONUS	84	1,000	2,538	1,695	2,950
TOTAL COMPENSATION	216	21,800	27,640	26,850	31,826
AGE	213	37	45	44	52
YEARS OF EDUCATION	207	16	16	16	18
YEARS WITH PRESENT BANK	215	4	10	8	14
YEARS IN POSITION	210	3	6	5	9
REPORTING LEVEL	210	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	206	2	5	3	5
ASSET SIZE (MILLIONS)	216	$64.0	$75.0	$75.0	$85.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	111	$12,000	$15,308	$14,750	$18,280
BONUS	39	699	1,152	1,000	1,575
TOTAL COMPENSATION	111	12,200	15,713	14,900	18,512
AGE	110	34	41	40	48
YEARS OF EDUCATION	107	12	14	13	16
YEARS WITH PRESENT BANK	111	6	12	9	15
YEARS IN POSITION	110	2	4	4	6
REPORTING LEVEL	106	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	93	2	3	3	4
ASSET SIZE (MILLIONS)	111	$65.0	$76.2	$77.0	$86.9

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $100 TO $249 MILLION

Of the 3,203 banks submitting data for the national survey results, 355 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	354	$54,000	$64,786	$62,750	$74,991
BONUS	182	4,156	10,624	7,500	14,087
TOTAL COMPENSATION	354	57,000	70,248	68,824	79,200
AGE	351	47	53	53	60
YEARS OF EDUCATION	343	16	16	16	17
YEARS WITH PRESENT BANK	352	8	18	16	25
YEARS IN POSITION	346	4	8	6	11
REPORTING LEVEL	354	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	334	120	177	164	217
ASSET SIZE (MILLIONS)	354	$112.3	$149.8	$137.0	$180.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	299	$37,800	$45,191	$44,000	$52,000
BONUS	146	2,500	6,359	4,500	8,848
TOTAL COMPENSATION	299	39,000	48,296	46,000	55,999
AGE	297	42	49	48	55
YEARS OF EDUCATION	289	14	16	16	16
YEARS WITH PRESENT BANK	298	6	16	12	23
YEARS IN POSITION	292	3	5	4	7
REPORTING LEVEL	291	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	277	31	123	109	177
ASSET SIZE (MILLIONS)	299	$115.1	$151.2	$140.0	$181.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$26,000	$32,701	$30,430	$37,275
BONUS	53	1,487	3,165	2,616	3,486
TOTAL COMPENSATION	128	26,643	34,012	32,300	38,804
AGE	127	38	45	44	50
YEARS OF EDUCATION	125	14	15	16	16
YEARS WITH PRESENT BANK	128	6	14	11	21
YEARS IN POSITION	123	2	5	4	7
REPORTING LEVEL	126	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	119	10	61	40	87
ASSET SIZE (MILLIONS)	128	$115.3	$150.5	$138.1	$180.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	60	$13,200	$18,502	$17,700	$21,500
BONUS	23	739	1,212	1,100	2,143
TOTAL COMPENSATION	60	13,700	18,966	19,013	22,224
AGE	57	35	43	40	51
YEARS OF EDUCATION	58	14	15	16	16
YEARS WITH PRESENT BANK	59	3	10	8	15
YEARS IN POSITION	59	2	4	4	6
REPORTING LEVEL	58	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	2	2	3
ASSET SIZE (MILLIONS)	60	$127.1	$156.2	$145.1	$191.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	109	$23,930	$29,445	$27,792	$34,300
BONUS	36	1,264	2,548	1,855	3,263
TOTAL COMPENSATION	109	24,050	30,286	28,310	35,900
AGE	109	35	45	43	53
YEARS OF EDUCATION	108	14	15	16	17
YEARS WITH PRESENT BANK	109	6	13	10	18
YEARS IN POSITION	109	3	5	5	7
REPORTING LEVEL	99	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	82	1	9	3	4
ASSET SIZE (MILLIONS)	109	$114.5	$159.7	$150.0	$203.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$13,250	$31,027	$31,850	$48,825
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	13,598	33,055	36,400	50,255
AGE	12	36	50	52	63
YEARS OF EDUCATION	12	12	15	16	16
YEARS WITH PRESENT BANK	12	7	19	15	28
YEARS IN POSITION	12	3	5	5	6
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	2	11	4	7
ASSET SIZE (MILLIONS)	12	$111.2	$143.9	$128.6	$174.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$20,546	$25,872	$25,000	$29,000
BONUS	43	1,162	2,321	1,900	3,260
TOTAL COMPENSATION	129	20,792	26,646	25,500	30,781
AGE	128	38	44	43	50
YEARS OF EDUCATION	129	12	14	14	16
YEARS WITH PRESENT BANK	129	8	15	14	21
YEARS IN POSITION	127	2	4	3	6
REPORTING LEVEL	127	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	128	26	79	61	106
ASSET SIZE (MILLIONS)	129	$125.2	$158.9	$152.8	$191.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$18,500	$23,624	$23,000	$28,890
BONUS	25	565	2,343	1,500	2,340
TOTAL COMPENSATION	73	18,700	24,426	23,201	29,632
AGE	71	37	45	46	51
YEARS OF EDUCATION	71	12	14	15	16
YEARS WITH PRESENT BANK	71	6	14	11	20
YEARS IN POSITION	71	2	5	3	6
REPORTING LEVEL	71	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	71	12	27	20	39
ASSET SIZE (MILLIONS)	73	$116.2	$152.6	$142.0	$177.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	196	$17,000	$20,264	$19,500	$23,000
BONUS	65	773	1,910	1,341	2,284
TOTAL COMPENSATION	196	17,095	20,898	19,963	23,490
AGE	195	36	43	41	50
YEARS OF EDUCATION	193	12	14	14	16
YEARS WITH PRESENT BANK	194	7	14	11	21
YEARS IN POSITION	190	2	5	4	8
REPORTING LEVEL	192	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	194	10	14	12	17
ASSET SIZE (MILLIONS)	196	$117.3	$154.5	$143.5	$184.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	233	$14,000	$16,591	$16,000	$18,118
BONUS	75	610	1,280	1,077	1,700
TOTAL COMPENSATION	233	14,050	17,003	16,500	18,792
AGE	226	33	41	40	48
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	228	7	12	10	16
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	225	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	228	5	7	6	8
ASSET SIZE (MILLIONS)	233	$117.2	$152.7	$143.0	$182.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$18,500	$24,313	$24,000	$29,600
BONUS	27	500	1,457	1,624	2,000
TOTAL COMPENSATION	87	18,500	24,766	24,600	29,600
AGE	82	39	48	48	56
YEARS OF EDUCATION	87	14	15	16	16
YEARS WITH PRESENT BANK	87	3	10	7	13
YEARS IN POSITION	86	2	4	3	5
REPORTING LEVEL	86	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	63	1	4	2	3
ASSET SIZE (MILLIONS)	87	$125.0	$163.6	$157.0	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$14,700	$18,897	$18,600	$22,750
BONUS	27	456	1,832	1,075	1,800
TOTAL COMPENSATION	87	14,900	19,466	19,025	23,624
AGE	86	36	49	49	60
YEARS OF EDUCATION	84	13	15	15	16
YEARS WITH PRESENT BANK	86	3	10	7	13
YEARS IN POSITION	82	2	4	3	6
REPORTING LEVEL	84	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	1	4	1	3
ASSET SIZE (MILLIONS)	87	$125.0	$161.9	$152.3	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	136	$13,825	$17,175	$16,125	$19,000
BONUS	45	777	1,565	1,150	1,844
TOTAL COMPENSATION	136	14,000	17,693	16,500	19,975
AGE	134	31	38	35	45
YEARS OF EDUCATION	133	14	15	16	16
YEARS WITH PRESENT BANK	136	3	8	7	10
YEARS IN POSITION	134	2	4	3	5
REPORTING LEVEL	134	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	127	2	5	4	6
ASSET SIZE (MILLIONS)	136	$124.3	$160.1	$152.6	$195.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	245	$25,500	$30,278	$30,000	$35,000
BONUS	102	1,738	3,036	2,500	3,647
TOTAL COMPENSATION	245	26,200	31,542	31,500	37,339
AGE	244	37	44	42	50
YEARS OF EDUCATION	240	14	15	16	16
YEARS WITH PRESENT BANK	243	5	13	10	18
YEARS IN POSITION	242	2	5	4	6
REPORTING LEVEL	239	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	239	5	11	8	14
ASSET SIZE (MILLIONS)	245	$115.0	$152.5	$144.5	$182.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	285	$20,000	$23,573	$23,200	$26,950
BONUS	97	983	1,983	1,600	2,500
TOTAL COMPENSATION	285	20,000	24,248	24,000	27,731
AGE	281	34	42	39	49
YEARS OF EDUCATION	277	14	15	16	16
YEARS WITH PRESENT BANK	283	4	11	9	16
YEARS IN POSITION	277	2	5	4	6
REPORTING LEVEL	274	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	171	1	5	2	6
ASSET SIZE (MILLIONS)	285	$114.5	$152.4	$143.0	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	181	$14,300	$16,978	$16,400	$19,000
BONUS	57	510	1,171	1,200	1,670
TOTAL COMPENSATION	181	14,511	17,346	16,850	19,300
AGE	180	29	34	32	36
YEARS OF EDUCATION	177	14	15	16	16
YEARS WITH PRESENT BANK	180	3	7	6	9
YEARS IN POSITION	177	2	3	2	3
REPORTING LEVEL	173	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	72	1	2	1	4
ASSET SIZE (MILLIONS)	181	$115.8	$153.7	$146.5	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$20,720	$27,023	$25,700	$31,675
BONUS	16	1,500	2,831	2,354	4,200
TOTAL COMPENSATION	54	20,720	27,862	25,975	33,571
AGE	54	35	45	44	54
YEARS OF EDUCATION	53	14	15	16	16
YEARS WITH PRESENT BANK	54	4	14	9	20
YEARS IN POSITION	54	3	6	4	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	6	3	4
ASSET SIZE (MILLIONS)	54	$130.7	$173.7	$184.0	$213.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	163	$20,000	$24,545	$24,000	$28,080
BONUS	62	990	1,973	1,725	2,525
TOTAL COMPENSATION	163	20,328	25,296	24,989	30,000
AGE	163	35	40	39	44
YEARS OF EDUCATION	161	14	15	14	16
YEARS WITH PRESENT BANK	163	5	11	9	14
YEARS IN POSITION	159	2	5	4	7
REPORTING LEVEL	162	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	8	20	15	26
ASSET SIZE (MILLIONS)	163	$124.0	$154.9	$147.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	262	$24,875	$30,468	$30,000	$35,123
BONUS	104	1,274	3,902	2,500	4,100
TOTAL COMPENSATION	262	25,300	32,017	30,299	37,000
AGE	260	36	43	42	50
YEARS OF EDUCATION	255	14	16	16	17
YEARS WITH PRESENT BANK	260	6	13	10	17
YEARS IN POSITION	255	3	5	4	7
REPORTING LEVEL	257	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	249	4	32	8	30
ASSET SIZE (MILLIONS)	262	$116.2	$152.9	$145.1	$182.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	212	$11,700	$14,001	$13,727	$16,395
BONUS	58	464	1,087	940	1,312
TOTAL COMPENSATION	212	11,705	14,299	14,000	16,395
AGE	210	31	38	35	45
YEARS OF EDUCATION	205	12	13	13	14
YEARS WITH PRESENT BANK	209	3	6	5	8
YEARS IN POSITION	207	2	3	2	4
REPORTING LEVEL	206	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	171	2	4	3	5
ASSET SIZE (MILLIONS)	212	$112.8	$151.1	$142.5	$181.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	293	$20,325	$24,428	$24,300	$27,124
BONUS	112	1,195	2,525	2,000	2,890
TOTAL COMPENSATION	293	21,000	25,393	25,000	29,375
AGE	291	38	45	44	52
YEARS OF EDUCATION	286	12	14	14	16
YEARS WITH PRESENT BANK	291	7	13	11	16
YEARS IN POSITION	285	3	6	5	8
REPORTING LEVEL	286	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	284	6	14	11	17
ASSET SIZE (MILLIONS)	293	$115.0	$151.3	$140.0	$181.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	290	$14,500	$16,828	$16,728	$19,000
BONUS	94	611	1,213	1,120	1,710
TOTAL COMPENSATION	290	14,515	17,221	17,000	19,315
AGE	287	32	39	37	45
YEARS OF EDUCATION	284	12	14	14	16
YEARS WITH PRESENT BANK	287	5	10	8	13
YEARS IN POSITION	281	2	5	4	7
REPORTING LEVEL	279	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	182	2	6	5	8
ASSET SIZE (MILLIONS)	290	$114.0	$151.5	$140.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	276	$17,000	$19,533	$19,010	$22,000
BONUS	97	683	1,391	1,250	1,950
TOTAL COMPENSATION	276	17,375	20,022	19,670	22,500
AGE	272	32	40	38	47
YEARS OF EDUCATION	269	13	15	16	16
YEARS WITH PRESENT BANK	274	3	10	7	13
YEARS IN POSITION	265	2	5	3	6
REPORTING LEVEL	248	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	255	2	4	2	3
ASSET SIZE (MILLIONS)	276	$115.0	$151.5	$141.5	$180.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,000	$26,939	$20,000	$34,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	17,000	27,319	21,400	34,000
AGE	11	38	44	46	54
YEARS OF EDUCATION	11	14	16	16	17
YEARS WITH PRESENT BANK	11	4	9	7	15
YEARS IN POSITION	11	3	4	4	5
REPORTING LEVEL	10	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	1	7	4	10
ASSET SIZE (MILLIONS)	11	$142.0	$165.6	$176.0	$193.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	112	$17,000	$21,997	$21,050	$27,000
BONUS	35	464	1,529	1,000	2,220
TOTAL COMPENSATION	112	17,163	22,474	21,475	27,400
AGE	110	32	43	42	55
YEARS OF EDUCATION	110	13	15	16	16
YEARS WITH PRESENT BANK	110	3	12	8	19
YEARS IN POSITION	110	2	4	3	5
REPORTING LEVEL	105	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	86	3	7	4	9
ASSET SIZE (MILLIONS)	112	$119.3	$156.9	$147.0	$187.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$18,412	$23,972	$23,400	$28,500
BONUS	66	1,000	2,202	1,695	2,644
TOTAL COMPENSATION	207	18,550	24,674	23,500	29,000
AGE	205	34	43	40	51
YEARS OF EDUCATION	203	14	15	16	16
YEARS WITH PRESENT BANK	206	4	9	7	12
YEARS IN POSITION	201	2	5	4	6
REPORTING LEVEL	202	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	181	1	5	2	4
ASSET SIZE (MILLIONS)	207	$121.0	$158.0	$152.3	$196.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	211	$21,600	$25,908	$25,000	$29,000
BONUS	77	1,106	2,585	2,100	3,009
TOTAL COMPENSATION	211	22,550	26,852	25,818	30,200
AGE	210	38	47	47	55
YEARS OF EDUCATION	207	12	15	16	16
YEARS WITH PRESENT BANK	210	5	15	11	22
YEARS IN POSITION	205	3	6	4	8
REPORTING LEVEL	207	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	3	6	4	6
ASSET SIZE (MILLIONS)	211	$116.4	$155.7	$147.0	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$15,675	$19,407	$18,660	$22,250
BONUS	55	600	1,817	1,237	2,100
TOTAL COMPENSATION	178	16,500	19,969	18,918	23,000
AGE	173	33	43	41	51
YEARS OF EDUCATION	173	12	14	14	16
YEARS WITH PRESENT BANK	177	6	12	10	15
YEARS IN POSITION	171	2	5	4	6
REPORTING LEVEL	171	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	118	1	4	2	4
ASSET SIZE (MILLIONS)	178	$113.9	$153.3	$140.0	$190.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$11,560	$14,020	$13,500	$15,900
BONUS	23	497	961	840	1,500
TOTAL COMPENSATION	93	11,600	14,258	13,800	15,900
AGE	92	29	36	32	40
YEARS OF EDUCATION	90	12	14	14	16
YEARS WITH PRESENT BANK	93	4	9	7	12
YEARS IN POSITION	93	2	3	2	3
REPORTING LEVEL	91	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	37	2	3	2	3
ASSET SIZE (MILLIONS)	93	$124.0	$159.5	$155.0	$197.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$11,490	$13,694	$13,000	$15,370
BONUS	51	366	1,101	908	1,250
TOTAL COMPENSATION	178	11,499	14,009	13,350	16,008
AGE	176	35	45	46	54
YEARS OF EDUCATION	173	12	13	12	14
YEARS WITH PRESENT BANK	176	8	15	13	21
YEARS IN POSITION	175	2	4	3	5
REPORTING LEVEL	172	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	137	3	8	6	10
ASSET SIZE (MILLIONS)	178	$114.7	$151.5	$143.8	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$10,185	$11,392	$11,250	$12,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	18	10,185	11,433	11,250	12,289
AGE	16	26	27	27	29
YEARS OF EDUCATION	17	17	17	17	18
YEARS WITH PRESENT BANK	16	2	2	2	2
YEARS IN POSITION	17	1	2	2	2
REPORTING LEVEL	16	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	18	$120.8	$157.6	$150.9	$192.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	120	$9,500	$10,534	$10,450	$11,475
BONUS	15	125	517	467	632
TOTAL COMPENSATION	120	9,500	10,598	10,500	11,500
AGE	115	24	26	25	28
YEARS OF EDUCATION	117	16	16	16	16
YEARS WITH PRESENT BANK	118	2	3	2	3
YEARS IN POSITION	117	1	2	2	2
REPORTING LEVEL	112	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	1	6	2	9
ASSET SIZE (MILLIONS)	120	$128.6	$164.3	$156.7	$201.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	295	$21,600	$26,719	$26,400	$30,500
BONUS	116	1,162	2,890	2,101	3,484
TOTAL COMPENSATION	295	22,300	27,856	27,000	32,100
AGE	294	37	43	42	50
YEARS OF EDUCATION	291	12	14	14	16
YEARS WITH PRESENT BANK	294	7	15	13	22
YEARS IN POSITION	290	2	5	4	7
REPORTING LEVEL	288	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	286	27	63	52	86
ASSET SIZE (MILLIONS)	295	$112.0	$150.3	$138.8	$182.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,925	$22,337	$20,500	$24,500
BONUS	12	694	1,502	1,520	2,269
TOTAL COMPENSATION	40	18,814	22,788	20,517	24,530
AGE	40	35	44	41	52
YEARS OF EDUCATION	39	12	14	14	16
YEARS WITH PRESENT BANK	40	6	14	12	20
YEARS IN POSITION	39	2	4	3	5
REPORTING LEVEL	39	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	9	25	17	27
ASSET SIZE (MILLIONS)	40	$110.0	$149.8	$145.5	$174.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$13,500	$17,170	$16,200	$20,400
BONUS	26	669	1,254	1,250	1,928
TOTAL COMPENSATION	75	13,680	17,605	16,500	20,750
AGE	72	34	43	44	52
YEARS OF EDUCATION	71	12	14	14	16
YEARS WITH PRESENT BANK	72	7	14	11	17
YEARS IN POSITION	70	2	4	3	6
REPORTING LEVEL	72	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	4	13	9	17
ASSET SIZE (MILLIONS)	75	$112.0	$147.9	$135.0	$178.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	291	$15,500	$19,489	$19,000	$22,300
BONUS	83	500	1,226	1,080	1,835
TOTAL COMPENSATION	291	15,900	19,839	19,500	23,275
AGE	290	35	44	43	53
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	290	4	12	9	16
YEARS IN POSITION	286	2	5	4	6
REPORTING LEVEL	282	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	255	2	13	3	5
ASSET SIZE (MILLIONS)	291	$115.6	$154.5	$144.5	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$24,471	$22,000	$29,000
BONUS	18	698	2,283	1,550	2,200
TOTAL COMPENSATION	43	16,661	25,426	22,000	30,000
AGE	43	32	43	40	55
YEARS OF EDUCATION	43	16	16	16	17
YEARS WITH PRESENT BANK	43	3	9	7	12
YEARS IN POSITION	42	2	4	3	6
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	31	1	10	2	4
ASSET SIZE (MILLIONS)	43	$124.0	$163.1	$165.0	$190.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,640	$18,282	$17,800	$21,600
BONUS	44	695	1,549	1,486	2,000
TOTAL COMPENSATION	121	15,000	18,845	18,500	22,575
AGE	119	37	46	46	55
YEARS OF EDUCATION	119	12	14	14	16
YEARS WITH PRESENT BANK	119	6	13	10	18
YEARS IN POSITION	119	2	5	4	7
REPORTING LEVEL	118	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	91	2	12	5	11
ASSET SIZE (MILLIONS)	121	$119.3	$158.2	$150.0	$194.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	50	$10,980	$14,597	$13,300	$16,550
BONUS	13	300	646	587	825
TOTAL COMPENSATION	50	11,438	14,765	13,400	16,738
AGE	50	32	39	37	45
YEARS OF EDUCATION	49	12	15	16	16
YEARS WITH PRESENT BANK	50	3	8	7	11
YEARS IN POSITION	49	2	3	2	3
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	29	1	13	3	5
ASSET SIZE (MILLIONS)	50	$115.0	$150.4	$135.2	$178.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	263	$27,500	$32,515	$32,000	$36,500
BONUS	105	1,319	2,835	2,500	3,700
TOTAL COMPENSATION	263	28,000	33,647	32,911	38,000
AGE	262	40	47	46	53
YEARS OF EDUCATION	257	16	17	16	19
YEARS WITH PRESENT BANK	261	5	11	9	15
YEARS IN POSITION	253	3	6	5	9
REPORTING LEVEL	255	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	257	5	10	7	13
ASSET SIZE (MILLIONS)	263	$118.0	$154.6	$145.7	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	206	$13,624	$17,684	$17,140	$20,925
BONUS	66	565	1,275	1,079	1,790
TOTAL COMPENSATION	206	13,965	18,092	17,160	21,220
AGE	205	33	41	40	49
YEARS OF EDUCATION	202	12	14	14	16
YEARS WITH PRESENT BANK	205	5	11	9	15
YEARS IN POSITION	199	2	5	4	7
REPORTING LEVEL	197	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	3	5	5	7
ASSET SIZE (MILLIONS)	206	$119.5	$156.0	$147.9	$188.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $250 TO $499 MILLION

Of the 3,203 banks submitting data for the national survey results, 106 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	103	$69,000	$80,952	$80,000	$91,500
BONUS	38	6,875	14,870	13,750	20,000
TOTAL COMPENSATION	103	70,003	86,438	84,300	100,000
AGE	100	49	55	56	60
YEARS OF EDUCATION	96	16	16	16	17
YEARS WITH PRESENT BANK	101	7	18	16	29
YEARS IN POSITION	102	3	8	5	10
REPORTING LEVEL	103	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	97	269	380	388	499
ASSET SIZE (MILLIONS)	103	$288.6	$356.5	$352.6	$420.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$48,500	$56,921	$55,000	$65,000
BONUS	30	6,225	11,447	9,950	13,531
TOTAL COMPENSATION	87	49,701	60,869	59,000	70,000
AGE	85	43	49	49	55
YEARS OF EDUCATION	82	16	16	16	16
YEARS WITH PRESENT BANK	86	6	16	14	25
YEARS IN POSITION	85	2	5	3	7
REPORTING LEVEL	85	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	80	54	254	262	386
ASSET SIZE (MILLIONS)	87	$288.6	$356.4	$351.0	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,350	$40,402	$40,000	$47,201
BONUS	18	1,975	6,488	5,400	9,500
TOTAL COMPENSATION	48	34,600	42,835	42,000	47,517
AGE	48	39	47	45	54
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	7	16	15	25
YEARS IN POSITION	48	2	5	4	6
REPORTING LEVEL	45	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	20	91	63	127
ASSET SIZE (MILLIONS)	48	$276.7	$349.9	$340.2	$417.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$16,316	$20,767	$20,000	$24,100
BONUS	10	450	3,273	1,550	5,112
TOTAL COMPENSATION	35	16,316	21,702	20,000	24,500
AGE	34	31	41	37	48
YEARS OF EDUCATION	34	16	16	16	16
YEARS WITH PRESENT BANK	34	6	11	9	14
YEARS IN POSITION	35	3	6	4	8
REPORTING LEVEL	34	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	24	1	2	2	3
ASSET SIZE (MILLIONS)	35	$326.5	$383.6	$390.0	$442.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	68	$26,052	$31,969	$31,450	$38,674
BONUS	27	2,000	4,554	4,000	6,000
TOTAL COMPENSATION	68	26,052	33,777	33,326	40,000
AGE	67	35	43	42	50
YEARS OF EDUCATION	65	16	16	16	17
YEARS WITH PRESENT BANK	68	7	13	11	16
YEARS IN POSITION	68	3	5	5	7
REPORTING LEVEL	66	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	61	2	6	4	9
ASSET SIZE (MILLIONS)	68	$292.9	$354.5	$345.4	$419.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$18,476	$25,160	$25,250	$30,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	19,625	27,060	26,500	32,400
AGE	9	33	41	37	50
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	3	8	7	12
YEARS IN POSITION	10	3	6	5	7
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	6	5	8
ASSET SIZE (MILLIONS)	10	$332.2	$393.0	$379.3	$464.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	66	$26,375	$31,972	$30,800	$37,000
BONUS	22	1,744	3,707	3,447	5,150
TOTAL COMPENSATION	66	27,375	33,207	31,348	38,125
AGE	64	38	45	45	51
YEARS OF EDUCATION	61	13	15	16	16
YEARS WITH PRESENT BANK	65	6	16	15	23
YEARS IN POSITION	65	2	4	3	6
REPORTING LEVEL	63	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	93	169	156	250
ASSET SIZE (MILLIONS)	66	$295.5	$365.7	$368.5	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$21,533	$26,099	$24,650	$30,000
BONUS	12	1,000	2,369	1,516	4,150
TOTAL COMPENSATION	42	21,533	26,776	25,400	31,065
AGE	40	41	47	48	53
YEARS OF EDUCATION	39	12	14	16	16
YEARS WITH PRESENT BANK	41	8	17	16	25
YEARS IN POSITION	41	3	7	5	10
REPORTING LEVEL	40	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	18	34	30	41
ASSET SIZE (MILLIONS)	42	$291.0	$361.3	$363.5	$425.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$18,200	$21,255	$20,350	$22,973
BONUS	20	838	2,322	1,350	3,600
TOTAL COMPENSATION	80	18,725	21,836	20,500	24,000
AGE	78	35	42	40	47
YEARS OF EDUCATION	76	12	14	14	16
YEARS WITH PRESENT BANK	79	8	15	12	21
YEARS IN POSITION	79	2	5	4	7
REPORTING LEVEL	77	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	79	11	16	15	18
ASSET SIZE (MILLIONS)	80	$287.1	$356.6	$352.2	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	76	$14,312	$16,778	$16,025	$18,000
BONUS	19	600	1,587	1,500	2,300
TOTAL COMPENSATION	76	14,525	17,175	16,350	18,357
AGE	74	33	39	37	44
YEARS OF EDUCATION	72	12	14	14	16
YEARS WITH PRESENT BANK	75	6	13	10	17
YEARS IN POSITION	75	3	6	3	5
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	75	5	7	7	8
ASSET SIZE (MILLIONS)	76	$292.1	$362.2	$366.0	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,900	$29,351	$27,900	$32,150
BONUS	16	813	4,797	2,400	6,000
TOTAL COMPENSATION	37	25,164	31,425	29,000	34,000
AGE	35	38	47	46	55
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	36	5	12	11	17
YEARS IN POSITION	37	2	5	4	9
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	29	1	3	2	5
ASSET SIZE (MILLIONS)	37	$284.4	$353.9	$360.0	$407.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$17,575	$21,331	$20,450	$25,000
BONUS	11	413	1,888	652	1,697
TOTAL COMPENSATION	42	17,575	21,825	20,699	25,000
AGE	41	36	47	47	57
YEARS OF EDUCATION	40	13	15	16	16
YEARS WITH PRESENT BANK	41	6	13	9	19
YEARS IN POSITION	41	3	5	4	7
REPORTING LEVEL	41	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	16	1	1	1	1
ASSET SIZE (MILLIONS)	42	$300.0	$373.6	$383.1	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$16,800	$20,705	$20,000	$25,000
BONUS	13	483	1,569	1,115	2,150
TOTAL COMPENSATION	61	17,400	21,039	20,000	25,100
AGE	60	31	42	38	51
YEARS OF EDUCATION	59	16	15	16	16
YEARS WITH PRESENT BANK	61	3	9	7	14
YEARS IN POSITION	61	2	4	3	6
REPORTING LEVEL	61	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	57	5	7	7	9
ASSET SIZE (MILLIONS)	61	$283.4	$347.8	$333.2	$404.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$30,000	$35,801	$36,000	$40,000
BONUS	33	1,888	4,643	3,800	5,651
TOTAL COMPENSATION	83	31,000	37,647	37,620	43,000
AGE	82	38	45	43	53
YEARS OF EDUCATION	81	16	16	16	17
YEARS WITH PRESENT BANK	83	8	15	12	18
YEARS IN POSITION	83	2	5	4	7
REPORTING LEVEL	83	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	77	7	20	13	25
ASSET SIZE (MILLIONS)	83	$291.0	$359.7	$360.0	$421.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	92	$21,500	$25,014	$25,000	$28,425
BONUS	24	1,035	2,565	1,737	2,895
TOTAL COMPENSATION	92	21,914	25,683	25,000	29,338
AGE	90	34	40	39	45
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	91	5	11	8	15
YEARS IN POSITION	91	2	4	4	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	3	5
ASSET SIZE (MILLIONS)	92	$289.2	$356.5	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$14,400	$17,438	$16,600	$19,400
BONUS	13	735	1,807	1,000	2,500
TOTAL COMPENSATION	61	14,650	17,823	16,700	19,900
AGE	61	29	32	31	35
YEARS OF EDUCATION	59	15	15	16	16
YEARS WITH PRESENT BANK	61	4	6	6	8
YEARS IN POSITION	61	1	2	2	3
REPORTING LEVEL	61	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	17	1	2	1	2
ASSET SIZE (MILLIONS)	61	$299.0	$362.2	$360.0	$421.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$25,000	$29,274	$28,124	$34,250
BONUS	11	1,500	4,874	3,700	6,000
TOTAL COMPENSATION	32	25,225	30,949	29,550	36,450
AGE	31	35	46	44	58
YEARS OF EDUCATION	31	13	15	16	16
YEARS WITH PRESENT BANK	32	7	17	14	24
YEARS IN POSITION	32	3	6	4	8
REPORTING LEVEL	32	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	3	5
ASSET SIZE (MILLIONS)	32	$298.6	$361.7	$359.0	$421.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	69	$25,050	$30,409	$30,000	$35,000
BONUS	18	1,600	3,111	3,250	4,275
TOTAL COMPENSATION	69	25,750	31,220	30,200	36,400
AGE	67	36	42	42	46
YEARS OF EDUCATION	65	13	15	15	16
YEARS WITH PRESENT BANK	68	4	10	9	16
YEARS IN POSITION	67	2	5	4	7
REPORTING LEVEL	66	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	64	19	48	35	69
ASSET SIZE (MILLIONS)	69	$294.1	$365.3	$367.0	$425.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$30,900	$38,233	$37,492	$44,000
BONUS	32	2,077	6,471	3,850	9,600
TOTAL COMPENSATION	87	32,000	40,613	38,000	48,738
AGE	85	38	45	45	53
YEARS OF EDUCATION	82	16	16	16	18
YEARS WITH PRESENT BANK	86	6	13	9	18
YEARS IN POSITION	86	2	6	6	8
REPORTING LEVEL	85	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	8	53	15	40
ASSET SIZE (MILLIONS)	87	$298.1	$363.1	$365.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$12,600	$15,682	$15,100	$18,000
BONUS	12	322	1,369	739	1,550
TOTAL COMPENSATION	75	12,600	15,901	15,100	18,400
AGE	74	32	38	35	44
YEARS OF EDUCATION	72	12	14	13	16
YEARS WITH PRESENT BANK	75	4	8	7	10
YEARS IN POSITION	75	2	4	2	5
REPORTING LEVEL	73	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	69	3	7	5	10
ASSET SIZE (MILLIONS)	75	$293.0	$362.5	$360.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$23,800	$27,564	$27,550	$31,000
BONUS	28	1,058	3,030	2,243	4,650
TOTAL COMPENSATION	86	24,350	28,550	28,053	32,000
AGE	83	39	47	48	55
YEARS OF EDUCATION	81	13	14	14	16
YEARS WITH PRESENT BANK	84	7	13	11	16
YEARS IN POSITION	84	2	6	4	8
REPORTING LEVEL	82	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	80	11	24	20	33
ASSET SIZE (MILLIONS)	86	$288.1	$357.5	$360.0	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$14,211	$17,402	$16,875	$20,075
BONUS	17	825	1,656	1,500	2,031
TOTAL COMPENSATION	86	14,288	17,729	17,000	20,370
AGE	85	33	40	38	45
YEARS OF EDUCATION	83	12	14	13	16
YEARS WITH PRESENT BANK	86	6	11	9	13
YEARS IN POSITION	85	2	5	4	6
REPORTING LEVEL	84	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	56	3	11	7	15
ASSET SIZE (MILLIONS)	86	$286.2	$355.6	$356.3	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	89	$21,000	$24,595	$24,000	$27,450
BONUS	24	1,500	2,598	2,185	3,650
TOTAL COMPENSATION	89	21,620	25,296	24,500	28,400
AGE	87	34	41	39	46
YEARS OF EDUCATION	86	14	15	16	16
YEARS WITH PRESENT BANK	88	3	11	9	17
YEARS IN POSITION	88	2	6	4	9
REPORTING LEVEL	85	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	86	4	7	6	8
ASSET SIZE (MILLIONS)	89	$287.6	$356.7	$358.0	$421.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$22,450	$31,463	$28,800	$41,550
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	22,968	34,335	28,800	45,450
AGE	13	37	47	45	57
YEARS OF EDUCATION	12	16	16	16	16
YEARS WITH PRESENT BANK	13	6	10	9	15
YEARS IN POSITION	13	2	5	4	8
REPORTING LEVEL	13	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	10	3	10	6	18
ASSET SIZE (MILLIONS)	13	$352.2	$405.5	$421.3	$466.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$18,000	$23,844	$23,000	$27,000
BONUS	10	607	1,629	1,500	1,943
TOTAL COMPENSATION	52	18,079	24,157	23,000	28,375
AGE	50	34	43	39	51
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	51	3	9	6	11
YEARS IN POSITION	51	2	4	2	5
REPORTING LEVEL	50	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	2	8	4	10
ASSET SIZE (MILLIONS)	52	$300.0	$363.6	$360.0	$427.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	74	$23,000	$28,637	$26,375	$34,563
BONUS	23	1,000	2,817	1,911	2,750
TOTAL COMPENSATION	74	24,133	29,513	27,700	34,563
AGE	72	35	42	41	48
YEARS OF EDUCATION	71	16	16	16	16
YEARS WITH PRESENT BANK	73	4	9	9	13
YEARS IN POSITION	73	2	5	3	6
REPORTING LEVEL	72	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	69	2	7	3	6
ASSET SIZE (MILLIONS)	74	$290.4	$354.0	$349.1	$416.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$24,791	$28,995	$28,260	$32,650
BONUS	27	1,188	3,444	2,000	4,800
TOTAL COMPENSATION	80	25,070	30,158	28,794	34,075
AGE	80	39	46	45	53
YEARS OF EDUCATION	77	13	15	16	16
YEARS WITH PRESENT BANK	80	5	14	13	20
YEARS IN POSITION	80	2	5	4	6
REPORTING LEVEL	79	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	75	5	10	7	12
ASSET SIZE (MILLIONS)	80	$289.2	$356.8	$356.3	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$17,342	$20,919	$20,646	$23,000
BONUS	20	525	2,177	1,260	3,241
TOTAL COMPENSATION	72	17,540	21,524	20,646	24,450
AGE	72	33	40	38	45
YEARS OF EDUCATION	69	12	14	15	16
YEARS WITH PRESENT BANK	72	5	13	10	18
YEARS IN POSITION	71	3	5	4	6
REPORTING LEVEL	70	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	2	6	4	7
ASSET SIZE (MILLIONS)	72	$284.2	$360.7	$362.5	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$12,500	$14,704	$14,500	$16,425
BONUS	6	371	1,055	550	1,950
TOTAL COMPENSATION	44	12,500	14,848	14,813	16,500
AGE	44	28	37	32	40
YEARS OF EDUCATION	42	12	14	14	16
YEARS WITH PRESENT BANK	44	4	7	7	8
YEARS IN POSITION	44	2	3	2	3
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	20	1	3	3	5
ASSET SIZE (MILLIONS)	44	$294.7	$364.6	$366.4	$424.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$10,600	$13,798	$13,500	$16,200
BONUS	10	450	1,059	753	1,701
TOTAL COMPENSATION	47	10,800	14,023	13,600	16,380
AGE	45	36	48	51	58
YEARS OF EDUCATION	44	12	13	12	14
YEARS WITH PRESENT BANK	47	7	17	13	23
YEARS IN POSITION	47	3	5	4	7
REPORTING LEVEL	46	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	26	3	9	7	12
ASSET SIZE (MILLIONS)	47	$286.7	$356.2	$346.5	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$9,975	$11,486	$11,100	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	10,375	11,604	11,350	12,000
AGE	9	26	32	33	38
YEARS OF EDUCATION	9	17	17	17	18
YEARS WITH PRESENT BANK	10	1	2	2	2
YEARS IN POSITION	8	1	2	2	2
REPORTING LEVEL	11	6	5	5	3
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	14	$296.3	$373.8	$376.5	$428.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$9,600	$10,855	$10,800	$11,630
BONUS	9	255	700	479	770
TOTAL COMPENSATION	61	9,637	10,958	10,800	11,994
AGE	54	24	26	25	27
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	56	1	2	2	2
YEARS IN POSITION	55	1	2	2	2
REPORTING LEVEL	52	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	61	$295.5	$354.8	$344.3	$414.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$25,975	$32,874	$31,950	$38,120
BONUS	33	1,550	4,811	3,500	5,750
TOTAL COMPENSATION	88	26,874	34,679	32,632	40,250
AGE	85	38	44	42	50
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	9	16	14	23
YEARS IN POSITION	87	2	5	4	7
REPORTING LEVEL	86	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	52	97	80	130
ASSET SIZE (MILLIONS)	88	$285.4	$356.2	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$22,800	$26,699	$25,000	$34,100
BONUS	6	938	1,958	1,550	2,675
TOTAL COMPENSATION	19	22,800	27,317	25,000	34,200
AGE	18	37	44	44	51
YEARS OF EDUCATION	17	13	15	16	16
YEARS WITH PRESENT BANK	18	9	16	13	21
YEARS IN POSITION	18	3	5	4	6
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	10	24	19	38
ASSET SIZE (MILLIONS)	19	$285.0	$353.5	$358.0	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$13,400	$17,480	$16,900	$21,700
BONUS	5	400	1,030	750	1,800
TOTAL COMPENSATION	23	13,500	17,704	17,250	21,700
AGE	23	32	40	38	56
YEARS OF EDUCATION	22	12	14	14	16
YEARS WITH PRESENT BANK	23	5	12	9	12
YEARS IN POSITION	23	1	4	3	5
REPORTING LEVEL	22	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	7	5	6	6	8
ASSET SIZE (MILLIONS)	23	$298.1	$362.1	$360.0	$415.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	98	$21,000	$24,928	$24,804	$27,500
BONUS	29	1,500	2,581	2,000	4,000
TOTAL COMPENSATION	98	21,000	25,692	25,000	29,050
AGE	96	35	43	42	50
YEARS OF EDUCATION	94	14	16	16	17
YEARS WITH PRESENT BANK	97	4	12	8	16
YEARS IN POSITION	97	2	5	4	8
REPORTING LEVEL	96	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	95	3	16	6	8
ASSET SIZE (MILLIONS)	98	$291.6	$359.5	$354.0	$422.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$15,522	$21,123	$21,999	$25,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	19	15,522	21,850	23,709	25,000
AGE	19	36	42	38	49
YEARS OF EDUCATION	19	13	15	16	16
YEARS WITH PRESENT BANK	19	8	15	11	18
YEARS IN POSITION	19	3	7	5	8
REPORTING LEVEL	19	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	3	5
ASSET SIZE (MILLIONS)	19	$288.6	$357.4	$344.3	$447.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$16,875	$20,473	$20,300	$24,500
BONUS	14	1,075	2,395	1,858	3,400
TOTAL COMPENSATION	62	16,875	21,014	20,450	25,663
AGE	61	40	49	51	57
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	5	13	9	17
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	2	11	5	12
ASSET SIZE (MILLIONS)	62	$289.9	$363.5	$369.5	$429.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$12,499	$16,985	$17,212	$20,000
BONUS	5	393	1,960	2,500	3,257
TOTAL COMPENSATION	35	12,499	17,265	17,500	20,000
AGE	35	31	39	37	48
YEARS OF EDUCATION	34	13	15	16	17
YEARS WITH PRESENT BANK	35	3	8	6	13
YEARS IN POSITION	35	2	4	3	5
REPORTING LEVEL	33	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	17	1	4	2	5
ASSET SIZE (MILLIONS)	35	$291.8	$355.2	$344.3	$400.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$32,084	$38,339	$38,000	$43,000
BONUS	30	2,422	5,209	4,350	7,050
TOTAL COMPENSATION	91	34,000	40,056	39,800	45,300
AGE	88	43	49	50	55
YEARS OF EDUCATION	88	16	17	17	19
YEARS WITH PRESENT BANK	90	8	15	15	20
YEARS IN POSITION	90	3	7	6	9
REPORTING LEVEL	88	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	87	12	22	19	30
ASSET SIZE (MILLIONS)	91	$286.7	$356.5	$351.8	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	81	$16,100	$20,019	$19,080	$23,100
BONUS	18	938	1,821	1,500	2,925
TOTAL COMPENSATION	81	16,250	20,423	20,000	23,880
AGE	79	35	42	39	50
YEARS OF EDUCATION	79	12	14	14	16
YEARS WITH PRESENT BANK	80	5	11	10	15
YEARS IN POSITION	80	2	5	4	7
REPORTING LEVEL	79	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	74	5	10	9	14
ASSET SIZE (MILLIONS)	81	$289.8	$360.5	$360.0	$423.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $500 TO $999 MILLION

Of the 3,203 banks submitting data for the national survey results, 54 banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$83,063	$103,346	$99,250	$124,375
BONUS	21	9,378	21,964	17,300	24,626
TOTAL COMPENSATION	52	86,635	112,216	103,300	130,000
AGE	52	49	55	56	60
YEARS OF EDUCATION	48	16	17	16	18
YEARS WITH PRESENT BANK	52	11	22	25	32
YEARS IN POSITION	52	4	8	6	11
REPORTING LEVEL	52	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	50	544	709	708	867
ASSET SIZE (MILLIONS)	52	$542.0	$649.2	$635.8	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$54,000	$64,105	$63,000	$74,500
BONUS	20	3,601	11,566	9,132	18,308
TOTAL COMPENSATION	47	54,000	69,027	63,969	81,000
AGE	47	42	51	53	57
YEARS OF EDUCATION	44	16	17	16	18
YEARS WITH PRESENT BANK	47	11	20	21	30
YEARS IN POSITION	47	3	6	5	8
REPORTING LEVEL	45	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	153	461	464	749
ASSET SIZE (MILLIONS)	47	$542.0	$647.7	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$40,000	$47,990	$44,000	$51,500
BONUS	8	1,928	7,242	3,468	16,385
TOTAL COMPENSATION	19	40,550	51,039	47,070	56,000
AGE	19	41	50	50	55
YEARS OF EDUCATION	18	16	16	16	16
YEARS WITH PRESENT BANK	19	7	18	16	28
YEARS IN POSITION	19	2	5	3	6
REPORTING LEVEL	19	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	18	37	217	98	260
ASSET SIZE (MILLIONS)	19	$540.8	$655.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$19,000	$23,017	$21,300	$26,250
BONUS	6	709	1,304	1,390	1,845
TOTAL COMPENSATION	27	19,000	23,306	21,487	26,250
AGE	27	34	45	42	56
YEARS OF EDUCATION	26	13	15	16	16
YEARS WITH PRESENT BANK	27	3	9	6	15
YEARS IN POSITION	26	2	5	3	7
REPORTING LEVEL	27	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	22	1	3	2	4
ASSET SIZE (MILLIONS)	27	$544.5	$668.3	$625.0	$825.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$30,875	$39,329	$38,417	$45,000
BONUS	13	1,250	4,958	3,000	6,580
TOTAL COMPENSATION	40	32,125	40,940	39,000	47,684
AGE	40	39	47	47	52
YEARS OF EDUCATION	38	16	16	16	18
YEARS WITH PRESENT BANK	40	7	16	14	22
YEARS IN POSITION	40	3	6	5	9
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	37	3	38	7	20
ASSET SIZE (MILLIONS)	40	$541.1	$647.9	$621.7	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$24,000	$29,907	$28,000	$35,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	24,000	30,268	28,000	35,000
AGE	15	36	43	42	50
YEARS OF EDUCATION	15	12	15	16	16
YEARS WITH PRESENT BANK	15	10	15	11	22
YEARS IN POSITION	15	4	6	6	8
REPORTING LEVEL	15	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	14	3	5	5	6
ASSET SIZE (MILLIONS)	15	$542.3	$676.0	$671.9	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$29,475	$35,681	$34,750	$39,000
BONUS	14	1,306	5,833	1,981	13,011
TOTAL COMPENSATION	42	29,875	37,626	35,785	40,125
AGE	42	42	48	48	54
YEARS OF EDUCATION	40	12	14	15	16
YEARS WITH PRESENT BANK	42	9	19	17	26
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	40	160	264	227	360
ASSET SIZE (MILLIONS)	42	$540.0	$647.6	$584.7	$752.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$20,850	$26,544	$25,875	$30,875
BONUS	5	775	1,116	800	1,616
TOTAL COMPENSATION	30	20,850	26,730	25,875	31,475
AGE	30	37	43	43	49
YEARS OF EDUCATION	28	14	15	16	16
YEARS WITH PRESENT BANK	29	11	17	18	23
YEARS IN POSITION	30	2	5	4	6
REPORTING LEVEL	28	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	21	32	30	35
ASSET SIZE (MILLIONS)	30	$536.9	$641.1	$629.3	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$17,685	$20,822	$20,374	$23,300
BONUS	12	724	2,685	818	2,666
TOTAL COMPENSATION	43	18,000	21,572	20,800	23,430
AGE	43	35	41	39	46
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	43	8	16	14	22
YEARS IN POSITION	43	3	5	4	5
REPORTING LEVEL	41	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	41	11	15	13	18
ASSET SIZE (MILLIONS)	43	$540.8	$653.8	$633.6	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,109	$16,952	$16,606	$18,518
BONUS	11	541	986	711	1,260
TOTAL COMPENSATION	46	15,273	17,188	16,912	18,579
AGE	46	34	41	39	46
YEARS OF EDUCATION	43	12	14	13	16
YEARS WITH PRESENT BANK	46	8	13	11	17
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	44	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	44	6	7	8	6
ASSET SIZE (MILLIONS)	46	$540.0	$646.0	$615.2	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$21,400	$30,829	$27,350	$32,621
BONUS	7	800	1,687	1,452	2,752
TOTAL COMPENSATION	31	21,674	31,210	27,500	32,621
AGE	31	36	45	41	52
YEARS OF EDUCATION	31	12	15	16	16
YEARS WITH PRESENT BANK	31	7	15	13	22
YEARS IN POSITION	31	2	5	4	7
REPORTING LEVEL	31	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	4	7
ASSET SIZE (MILLIONS)	31	$542.0	$647.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$17,500	$20,722	$20,845	$23,530
BONUS	6	789	1,757	1,781	2,516
TOTAL COMPENSATION	28	18,115	21,098	21,650	23,772
AGE	28	34	43	45	51
YEARS OF EDUCATION	28	12	15	16	16
YEARS WITH PRESENT BANK	28	4	11	10	15
YEARS IN POSITION	28	2	5	3	8
REPORTING LEVEL	27	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	1	3	1	2
ASSET SIZE (MILLIONS)	28	$538.5	$664.6	$639.5	$781.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,888	$23,466	$20,000	$23,750
BONUS	9	870	1,576	1,000	2,189
TOTAL COMPENSATION	40	18,000	23,821	20,490	23,750
AGE	40	34	40	38	47
YEARS OF EDUCATION	37	15	15	16	16
YEARS WITH PRESENT BANK	40	5	10	8	12
YEARS IN POSITION	40	2	3	3	4
REPORTING LEVEL	38	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	5	35	12	17
ASSET SIZE (MILLIONS)	40	$541.1	$653.5	$639.5	$733.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$32,800	$38,611	$38,500	$42,500
BONUS	12	1,588	5,069	4,076	7,375
TOTAL COMPENSATION	47	33,249	39,905	39,300	44,793
AGE	47	39	45	44	49
YEARS OF EDUCATION	44	14	16	16	16
YEARS WITH PRESENT BANK	47	6	15	15	19
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	45	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	44	11	27	17	30
ASSET SIZE (MILLIONS)	47	$542.0	$647.4	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$21,822	$26,998	$26,500	$31,225
BONUS	9	1,135	2,036	1,675	2,805
TOTAL COMPENSATION	49	23,172	27,372	27,000	31,750
AGE	49	35	41	39	47
YEARS OF EDUCATION	45	15	16	16	17
YEARS WITH PRESENT BANK	49	7	13	12	16
YEARS IN POSITION	49	3	5	5	7
REPORTING LEVEL	47	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	25	1	3	2	5
ASSET SIZE (MILLIONS)	49	$541.4	$642.4	$633.6	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$18,192	$18,300	$19,600
BONUS	7	800	1,186	916	2,016
TOTAL COMPENSATION	43	16,100	18,386	18,300	20,000
AGE	43	30	33	33	34
YEARS OF EDUCATION	41	16	16	16	17
YEARS WITH PRESENT BANK	43	4	7	7	10
YEARS IN POSITION	43	2	3	2	3
REPORTING LEVEL	41	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	12	1	3	1	5
ASSET SIZE (MILLIONS)	43	$542.3	$644.8	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$26,925	$34,649	$35,000	$41,475
BONUS	7	1,000	4,949	3,920	9,925
TOTAL COMPENSATION	24	27,000	36,092	35,000	41,875
AGE	24	39	48	46	58
YEARS OF EDUCATION	22	14	15	16	16
YEARS WITH PRESENT BANK	24	9	19	17	28
YEARS IN POSITION	24	2	6	5	8
REPORTING LEVEL	24	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	21	4	8	5	9
ASSET SIZE (MILLIONS)	24	$550.6	$669.9	$644.5	$743.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$30,350	$35,158	$34,000	$39,800
BONUS	15	1,409	4,254	2,290	4,640
TOTAL COMPENSATION	41	30,900	36,714	35,000	42,000
AGE	41	41	45	45	50
YEARS OF EDUCATION	39	13	15	16	16
YEARS WITH PRESENT BANK	41	7	13	12	16
YEARS IN POSITION	41	3	6	5	10
REPORTING LEVEL	40	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	37	74	71	100
ASSET SIZE (MILLIONS)	41	$542.3	$658.8	$638.0	$741.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$31,688	$41,138	$38,400	$46,250
BONUS	18	1,775	5,136	2,953	8,625
TOTAL COMPENSATION	49	32,250	43,025	41,000	52,603
AGE	49	39	46	46	53
YEARS OF EDUCATION	46	16	16	16	18
YEARS WITH PRESENT BANK	49	8	16	13	23
YEARS IN POSITION	49	3	7	5	10
REPORTING LEVEL	48	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	45	16	94	25	41
ASSET SIZE (MILLIONS)	49	$542.1	$648.9	$638.0	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$14,000	$18,133	$17,000	$21,323
BONUS	8	411	855	618	1,347
TOTAL COMPENSATION	44	14,025	18,289	17,150	21,558
AGE	44	34	41	38	48
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	44	4	9	8	13
YEARS IN POSITION	44	2	4	2	5
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	41	7	13	11	17
ASSET SIZE (MILLIONS)	44	$542.3	$658.6	$639.5	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$24,796	$29,108	$29,600	$33,655
BONUS	13	1,178	3,612	2,200	5,240
TOTAL COMPENSATION	49	25,000	30,066	29,600	34,100
AGE	49	42	48	49	55
YEARS OF EDUCATION	46	13	14	14	16
YEARS WITH PRESENT BANK	49	10	17	16	24
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	47	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	46	19	35	36	50
ASSET SIZE (MILLIONS)	49	$541.4	$646.1	$633.6	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$15,500	$19,639	$18,000	$22,200
BONUS	9	710	1,258	800	1,850
TOTAL COMPENSATION	47	15,525	19,880	18,038	22,500
AGE	47	33	41	38	48
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	47	7	12	11	16
YEARS IN POSITION	46	2	5	4	7
REPORTING LEVEL	45	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	32	2	15	7	28
ASSET SIZE (MILLIONS)	47	$540.8	$644.1	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$23,674	$28,083	$27,500	$30,650
BONUS	13	959	2,388	1,388	3,955
TOTAL COMPENSATION	49	24,235	28,717	27,974	32,080
AGE	49	39	46	45	54
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	49	8	17	16	24
YEARS IN POSITION	49	3	9	7	12
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	7	10	10	14
ASSET SIZE (MILLIONS)	49	$542.1	$654.3	$638.0	$729.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$25,250	$31,848	$30,579	$39,750
BONUS	6	886	4,783	4,990	7,750
TOTAL COMPENSATION	21	25,250	33,215	30,800	42,490
AGE	21	33	45	45	55
YEARS OF EDUCATION	19	16	16	16	17
YEARS WITH PRESENT BANK	21	5	10	9	15
YEARS IN POSITION	21	2	5	4	9
REPORTING LEVEL	21	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	21	6	12	8	19
ASSET SIZE (MILLIONS)	21	$542.1	$687.5	$672.3	$826.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$18,235	$27,512	$24,750	$27,225
BONUS	6	1,009	5,582	2,006	9,300
TOTAL COMPENSATION	32	18,405	28,559	24,750	27,225
AGE	32	34	41	40	48
YEARS OF EDUCATION	30	14	15	16	16
YEARS WITH PRESENT BANK	32	3	11	10	17
YEARS IN POSITION	32	2	4	3	5
REPORTING LEVEL	30	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	26	2	10	3	10
ASSET SIZE (MILLIONS)	32	$541.1	$636.3	$582.7	$688.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$26,500	$32,193	$33,150	$37,900
BONUS	15	1,293	3,568	2,800	5,000
TOTAL COMPENSATION	43	27,500	33,437	35,499	39,500
AGE	43	40	46	45	54
YEARS OF EDUCATION	40	16	16	16	17
YEARS WITH PRESENT BANK	43	8	15	13	20
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	4	8	5	10
ASSET SIZE (MILLIONS)	43	$542.0	$650.0	$640.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$28,000	$33,531	$32,500	$38,400
BONUS	17	1,514	3,434	1,971	4,490
TOTAL COMPENSATION	47	28,500	34,773	34,329	39,583
AGE	47	39	47	46	53
YEARS OF EDUCATION	45	13	15	15	16
YEARS WITH PRESENT BANK	47	9	16	14	22
YEARS IN POSITION	47	2	6	5	9
REPORTING LEVEL	45	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	44	8	16	13	22
ASSET SIZE (MILLIONS)	47	$542.0	$650.9	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$18,034	$22,365	$21,600	$26,250
BONUS	10	853	1,552	1,308	2,083
TOTAL COMPENSATION	46	18,938	22,702	21,950	26,250
AGE	46	36	44	43	51
YEARS OF EDUCATION	44	13	15	16	16
YEARS WITH PRESENT BANK	46	9	15	13	22
YEARS IN POSITION	44	3	6	4	8
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	30	2	5	4	6
ASSET SIZE (MILLIONS)	46	$541.7	$641.8	$629.3	$691.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,025	$16,456	$16,213	$18,225
BONUS	7	725	1,092	886	1,420
TOTAL COMPENSATION	36	14,025	16,668	16,607	18,525
AGE	36	30	36	32	42
YEARS OF EDUCATION	34	12	14	16	16
YEARS WITH PRESENT BANK	36	4	9	8	13
YEARS IN POSITION	36	2	3	3	4
REPORTING LEVEL	34	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	15	1	6	5	6
ASSET SIZE (MILLIONS)	36	$545.1	$652.9	$639.5	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$11,963	$14,526	$14,000	$15,900
BONUS	5	707	1,493	1,200	2,425
TOTAL COMPENSATION	25	12,082	14,825	14,000	16,293
AGE	25	32	43	43	50
YEARS OF EDUCATION	24	12	13	12	14
YEARS WITH PRESENT BANK	25	9	14	11	21
YEARS IN POSITION	25	3	4	4	7
REPORTING LEVEL	25	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	10	4	12	9	11
ASSET SIZE (MILLIONS)	25	$539.6	$659.7	$633.6	$748.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$11,850	$13,561	$12,708	$15,411
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	12,000	13,654	12,708	15,411
AGE	12	26	28	27	30
YEARS OF EDUCATION	13	17	18	18	18
YEARS WITH PRESENT BANK	12	2	3	2	3
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	14	$545.7	$691.0	$672.8	$761.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$9,636	$10,509	$10,500	$11,000
BONUS	6	170	484	403	733
TOTAL COMPENSATION	39	9,636	10,583	10,500	11,500
AGE	36	24	26	24	27
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	37	2	3	2	3
YEARS IN POSITION	35	1	2	2	2
REPORTING LEVEL	35	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	39	$542.0	$653.2	$641.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$31,404	$37,583	$37,000	$42,200
BONUS	17	1,638	4,792	2,099	8,700
TOTAL COMPENSATION	45	32,500	39,394	40,500	45,000
AGE	45	41	47	48	54
YEARS OF EDUCATION	42	13	15	16	16
YEARS WITH PRESENT BANK	45	12	19	17	30
YEARS IN POSITION	44	3	5	4	7
REPORTING LEVEL	43	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	42	104	215	161	226
ASSET SIZE (MILLIONS)	45	$541.4	$642.0	$638.0	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$21,700	$32,297	$31,500	$41,500
BONUS	5	4,900	8,619	8,500	12,399
TOTAL COMPENSATION	15	23,800	35,170	35,000	43,938
AGE	15	37	46	49	53
YEARS OF EDUCATION	14	12	15	16	16
YEARS WITH PRESENT BANK	15	10	14	14	17
YEARS IN POSITION	15	2	4	3	5
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	14	12	112	24	241
ASSET SIZE (MILLIONS)	15	$542.3	$669.4	$641.0	$828.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$14,263	$17,390	$16,550	$19,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	14,459	17,672	16,736	19,000
AGE	16	32	38	37	47
YEARS OF EDUCATION	15	12	14	14	16
YEARS WITH PRESENT BANK	15	7	13	10	19
YEARS IN POSITION	16	2	4	3	5
REPORTING LEVEL	15	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	5	47	10	12
ASSET SIZE (MILLIONS)	16	$545.9	$693.4	$659.0	$833.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$24,583	$29,710	$29,750	$33,875
BONUS	18	1,369	3,851	2,551	6,425
TOTAL COMPENSATION	52	24,927	31,043	29,750	35,000
AGE	52	38	47	46	57
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	6	14	11	21
YEARS IN POSITION	52	3	7	5	10
REPORTING LEVEL	50	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	7	12	11	16
ASSET SIZE (MILLIONS)	52	$542.0	$644.5	$629.3	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$16,925	$23,232	$25,000	$27,650
BONUS	9	745	2,413	1,151	2,545
TOTAL COMPENSATION	24	17,983	24,137	25,000	27,950
AGE	24	33	40	38	45
YEARS OF EDUCATION	23	16	16	16	17
YEARS WITH PRESENT BANK	24	5	12	9	16
YEARS IN POSITION	24	2	6	4	7
REPORTING LEVEL	24	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	18	2	5	4	6
ASSET SIZE (MILLIONS)	24	$575.4	$696.1	$672.8	$813.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$17,500	$21,549	$21,900	$26,000
BONUS	12	660	2,022	863	3,038
TOTAL COMPENSATION	47	17,500	22,065	21,900	26,400
AGE	47	42	50	50	58
YEARS OF EDUCATION	45	12	14	13	16
YEARS WITH PRESENT BANK	47	8	14	12	17
YEARS IN POSITION	46	3	6	5	8
REPORTING LEVEL	44	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	33	3	16	8	22
ASSET SIZE (MILLIONS)	47	$542.3	$659.4	$648.0	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$14,000	$18,203	$16,500	$22,000
BONUS	6	800	1,444	1,072	2,130
TOTAL COMPENSATION	31	14,040	18,482	16,500	23,500
AGE	30	31	39	35	49
YEARS OF EDUCATION	27	13	15	16	16
YEARS WITH PRESENT BANK	30	3	8	5	9
YEARS IN POSITION	29	2	3	3	3
REPORTING LEVEL	29	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	24	1	4	3	5
ASSET SIZE (MILLIONS)	31	$547.0	$665.2	$666.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$36,434	$44,215	$43,500	$50,500
BONUS	15	2,002	5,204	2,900	8,500
TOTAL COMPENSATION	43	37,000	46,030	44,500	53,500
AGE	43	45	51	49	57
YEARS OF EDUCATION	41	16	17	18	19
YEARS WITH PRESENT BANK	43	7	16	15	23
YEARS IN POSITION	43	4	8	6	10
REPORTING LEVEL	42	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	24	41	36	58
ASSET SIZE (MILLIONS)	43	$542.0	$652.4	$638.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$18,781	$22,921	$21,896	$25,850
BONUS	9	767	1,697	1,103	2,920
TOTAL COMPENSATION	45	19,100	23,260	22,000	26,950
AGE	45	34	41	38	48
YEARS OF EDUCATION	43	13	15	16	16
YEARS WITH PRESENT BANK	45	6	10	10	14
YEARS IN POSITION	45	2	5	5	9
REPORTING LEVEL	44	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	11	18	15	27
ASSET SIZE (MILLIONS)	45	$541.4	$647.0	$633.6	$709.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $1 BILLION AND OVER

Of the 3,203 banks submitting data for the national survey results, 78 banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	77	$98,750	$139,960	$130,000	$180,130
BONUS	44	9,250	40,579	30,000	51,975
TOTAL COMPENSATION	77	102,700	163,148	145,000	200,000
AGE	76	51	55	56	60
YEARS OF EDUCATION	73	16	16	16	18
YEARS WITH PRESENT BANK	76	7	20	21	32
YEARS IN POSITION	75	3	6	5	7
REPORTING LEVEL	77	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	74	820	2,689	1,609	3,525
ASSET SIZE (MILLIONS)	77	$1,303.9	$11,028.4	$2,400.0	$11,812.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$74,675	$100,395	$94,900	$127,343
BONUS	44	5,918	25,499	17,070	35,000
TOTAL COMPENSATION	70	75,000	116,423	106,017	135,125
AGE	68	47	51	51	56
YEARS OF EDUCATION	66	16	16	16	17
YEARS WITH PRESENT BANK	69	8	18	15	30
YEARS IN POSITION	68	2	4	4	5
REPORTING LEVEL	67	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	67	191	1,972	937	1,900
ASSET SIZE (MILLIONS)	70	$1,300.0	$10,396.0	$2,407.3	$11,656.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$47,015	$64,053	$60,000	$77,500
BONUS	23	5,000	12,992	11,700	15,500
TOTAL COMPENSATION	41	50,015	71,342	65,000	80,825
AGE	41	45	49	49	56
YEARS OF EDUCATION	39	15	16	16	17
YEARS WITH PRESENT BANK	41	12	19	18	29
YEARS IN POSITION	39	2	5	5	7
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	40	66	460	226	658
ASSET SIZE (MILLIONS)	41	$1,300.0	$8,805.4	$2,257.6	$4,600.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$21,062	$27,399	$25,000	$32,448
BONUS	5	1,322	6,570	2,716	13,746
TOTAL COMPENSATION	45	21,062	28,129	25,600	32,448
AGE	44	33	42	40	52
YEARS OF EDUCATION	42	16	16	16	17
YEARS WITH PRESENT BANK	45	4	9	8	12
YEARS IN POSITION	44	2	4	4	6
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	39	2	6	4	7
ASSET SIZE (MILLIONS)	45	$1,303.9	$4,250.3	$2,220.0	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$39,300	$52,468	$50,000	$59,158
BONUS	32	4,238	10,758	7,227	14,796
TOTAL COMPENSATION	53	42,625	58,964	51,332	68,100
AGE	50	37	45	45	53
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	52	7	15	12	23
YEARS IN POSITION	51	3	6	5	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	8	41	20	35
ASSET SIZE (MILLIONS)	53	$1,261.5	$5,012.7	$2,103.7	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	33	$24,690	$39,622	$33,900	$40,750
BONUS	8	2,075	12,174	5,834	17,000
TOTAL COMPENSATION	33	24,690	42,573	35,500	42,110
AGE	32	37	45	43	50
YEARS OF EDUCATION	31	14	16	16	18
YEARS WITH PRESENT BANK	33	6	11	8	15
YEARS IN POSITION	31	3	4	4	5
REPORTING LEVEL	32	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	27	5	30	9	22
ASSET SIZE (MILLIONS)	33	$1,261.5	$5,617.5	$2,305.2	$4,554.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,250	$43,710	$41,175	$51,775
BONUS	22	3,940	10,477	5,749	13,625
TOTAL COMPENSATION	48	33,250	48,512	43,950	55,375
AGE	47	41	47	46	52
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	11	20	17	30
YEARS IN POSITION	47	2	4	4	5
REPORTING LEVEL	44	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	43	272	984	546	928
ASSET SIZE (MILLIONS)	48	$1,300.6	$5,533.9	$2,262.6	$4,481.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$24,795	$29,696	$30,500	$34,400
BONUS	10	1,600	4,896	4,353	7,195
TOTAL COMPENSATION	41	24,795	30,890	30,500	35,954
AGE	39	41	46	47	52
YEARS OF EDUCATION	35	14	15	16	16
YEARS WITH PRESENT BANK	40	11	18	18	26
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	39	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	38	30	39	36	47
ASSET SIZE (MILLIONS)	41	$1,261.5	$4,674.0	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$19,725	$22,714	$21,750	$27,000
BONUS	15	1,216	2,610	1,850	3,606
TOTAL COMPENSATION	54	19,975	23,439	22,050	27,387
AGE	52	35	44	42	52
YEARS OF EDUCATION	50	13	15	15	16
YEARS WITH PRESENT BANK	53	10	17	13	23
YEARS IN POSITION	51	2	5	3	5
REPORTING LEVEL	52	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	50	10	16	15	20
ASSET SIZE (MILLIONS)	54	$1,280.7	$6,801.7	$2,071.8	$4,331.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$15,664	$18,364	$18,000	$20,765
BONUS	16	1,004	1,922	1,460	3,098
TOTAL COMPENSATION	53	16,395	18,945	18,150	20,840
AGE	51	33	41	41	48
YEARS OF EDUCATION	49	12	14	14	16
YEARS WITH PRESENT BANK	52	7	13	11	18
YEARS IN POSITION	50	2	3	3	5
REPORTING LEVEL	50	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	49	6	8	7	9
ASSET SIZE (MILLIONS)	53	$1,300.0	$8,392.2	$2,103.7	$4,454.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$28,413	$34,206	$32,682	$41,833
BONUS	8	1,177	3,525	3,000	5,911
TOTAL COMPENSATION	22	28,613	35,488	33,532	44,748
AGE	22	39	48	46	57
YEARS OF EDUCATION	22	16	16	16	17
YEARS WITH PRESENT BANK	22	7	15	13	18
YEARS IN POSITION	22	2	5	4	8
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	19	3	13	7	16
ASSET SIZE (MILLIONS)	22	$1,209.7	$8,343.2	$1,866.9	$8,072.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$17,600	$23,269	$21,610	$29,000
BONUS	5	799	2,283	1,850	3,985
TOTAL COMPENSATION	31	17,600	23,638	21,950	29,000
AGE	29	39	45	43	55
YEARS OF EDUCATION	29	14	15	16	16
YEARS WITH PRESENT BANK	30	6	13	12	16
YEARS IN POSITION	29	2	4	4	6
REPORTING LEVEL	29	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	14	1	6	2	7
ASSET SIZE (MILLIONS)	31	$1,219.0	$6,712.6	$1,618.3	$3,056.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$20,100	$29,123	$27,000	$35,250
BONUS	14	1,935	3,863	4,063	5,188
TOTAL COMPENSATION	53	20,704	30,143	28,500	36,320
AGE	52	33	39	36	44
YEARS OF EDUCATION	50	16	16	16	16
YEARS WITH PRESENT BANK	53	6	10	8	13
YEARS IN POSITION	52	2	3	3	4
REPORTING LEVEL	52	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	51	12	26	20	38
ASSET SIZE (MILLIONS)	53	$1,301.3	$6,992.3	$2,115.5	$4,382.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$34,000	$49,596	$42,000	$55,000
BONUS	26	4,300	9,936	6,995	10,750
TOTAL COMPENSATION	51	36,000	54,662	47,038	64,000
AGE	50	38	44	43	48
YEARS OF EDUCATION	48	16	16	16	18
YEARS WITH PRESENT BANK	51	7	14	13	19
YEARS IN POSITION	49	2	4	4	5
REPORTING LEVEL	50	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	49	14	70	35	88
ASSET SIZE (MILLIONS)	51	$1,283.0	$7,026.1	$2,103.7	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	57	$23,500	$27,129	$25,812	$31,100
BONUS	13	1,142	2,899	3,673	4,000
TOTAL COMPENSATION	57	23,500	27,790	27,000	31,710
AGE	55	34	38	37	40
YEARS OF EDUCATION	55	16	16	16	17
YEARS WITH PRESENT BANK	56	5	10	10	12
YEARS IN POSITION	55	2	4	3	4
REPORTING LEVEL	56	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	35	1	7	2	10
ASSET SIZE (MILLIONS)	57	$1,291.5	$8,766.5	$2,040.0	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$16,350	$19,194	$18,500	$22,250
BONUS	9	398	1,219	1,314	1,757
TOTAL COMPENSATION	53	16,500	19,401	18,800	22,250
AGE	48	28	32	30	33
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	48	4	7	6	8
YEARS IN POSITION	48	2	2	2	3
REPORTING LEVEL	50	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	14	1	3	2	5
ASSET SIZE (MILLIONS)	53	$1,300.0	$5,362.6	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$32,000	$40,789	$39,757	$46,350
BONUS	16	4,050	5,522	5,489	6,998
TOTAL COMPENSATION	46	34,950	42,710	41,620	51,486
AGE	45	42	48	48	53
YEARS OF EDUCATION	43	14	16	16	17
YEARS WITH PRESENT BANK	46	8	17	17	23
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	45	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	6	16	10	15
ASSET SIZE (MILLIONS)	46	$1,302.0	$5,953.4	$2,281.4	$4,402.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$35,975	$44,752	$41,400	$51,000
BONUS	27	3,400	8,514	5,800	8,200
TOTAL COMPENSATION	54	38,008	49,009	43,700	52,432
AGE	54	40	44	42	45
YEARS OF EDUCATION	53	14	15	16	17
YEARS WITH PRESENT BANK	54	4	11	11	16
YEARS IN POSITION	52	2	5	4	6
REPORTING LEVEL	52	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	51	74	265	179	304
ASSET SIZE (MILLIONS)	54	$1,268.0	$6,686.7	$2,077.7	$5,025.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$41,400	$54,085	$52,320	$65,000
BONUS	35	3,840	12,695	9,647	16,300
TOTAL COMPENSATION	63	45,500	61,138	54,000	75,000
AGE	62	38	46	46	54
YEARS OF EDUCATION	60	16	16	16	18
YEARS WITH PRESENT BANK	63	6	13	10	17
YEARS IN POSITION	62	2	5	4	7
REPORTING LEVEL	59	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	60	23	97	46	87
ASSET SIZE (MILLIONS)	63	$1,305.1	$7,180.5	$2,257.6	$4,505.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$16,890	$20,812	$20,500	$23,886
BONUS	11	916	2,450	2,024	3,800
TOTAL COMPENSATION	49	17,190	21,362	21,000	24,000
AGE	49	36	44	43	54
YEARS OF EDUCATION	47	12	14	14	16
YEARS WITH PRESENT BANK	49	7	12	10	15
YEARS IN POSITION	48	2	5	4	7
REPORTING LEVEL	48	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	10	22	18	35
ASSET SIZE (MILLIONS)	49	$1,291.5	$7,312.4	$2,115.5	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$25,000	$33,006	$33,000	$38,300
BONUS	16	3,896	5,578	4,775	7,074
TOTAL COMPENSATION	51	25,360	34,755	33,600	39,450
AGE	50	41	47	47	54
YEARS OF EDUCATION	48	12	14	14	16
YEARS WITH PRESENT BANK	51	9	16	14	23
YEARS IN POSITION	49	3	5	4	7
REPORTING LEVEL	49	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	20	98	54	133
ASSET SIZE (MILLIONS)	51	$1,300.0	$8,325.8	$2,115.5	$4,408.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,306	$18,223	$17,197	$20,850
BONUS	13	834	1,780	1,857	2,391
TOTAL COMPENSATION	46	15,607	18,726	17,851	21,125
AGE	45	33	41	37	51
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	46	6	11	8	13
YEARS IN POSITION	44	2	4	3	5
REPORTING LEVEL	44	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	27	3	9	5	10
ASSET SIZE (MILLIONS)	46	$1,302.0	$11,406.6	$2,117.8	$4,432.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$28,500	$35,440	$35,220	$39,160
BONUS	31	1,350	5,579	3,800	6,000
TOTAL COMPENSATION	67	28,500	38,021	35,500	41,500
AGE	66	38	45	45	53
YEARS OF EDUCATION	64	16	16	16	18
YEARS WITH PRESENT BANK	67	5	15	12	22
YEARS IN POSITION	65	3	6	5	8
REPORTING LEVEL	63	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	64	11	33	17	39
ASSET SIZE (MILLIONS)	67	$1,305.1	$10,181.0	$2,257.6	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$34,001	$52,699	$43,000	$60,800
BONUS	25	4,455	14,109	8,200	14,750
TOTAL COMPENSATION	49	35,750	59,898	54,000	66,350
AGE	48	39	46	45	52
YEARS OF EDUCATION	46	16	16	16	17
YEARS WITH PRESENT BANK	49	6	12	11	16
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	48	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	47	15	92	30	70
ASSET SIZE (MILLIONS)	49	$1,331.5	$5,045.5	$2,400.0	$4,404.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$20,280	$27,206	$25,600	$30,000
BONUS	12	1,045	3,592	3,422	5,883
TOTAL COMPENSATION	51	20,500	28,051	25,800	31,144
AGE	48	34	45	45	58
YEARS OF EDUCATION	48	16	16	16	16
YEARS WITH PRESENT BANK	49	5	15	11	24
YEARS IN POSITION	49	2	5	3	7
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	2	8	7	11
ASSET SIZE (MILLIONS)	51	$1,358.0	$7,330.6	$2,305.2	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$27,530	$37,330	$35,739	$45,225
BONUS	23	2,525	5,895	5,000	8,096
TOTAL COMPENSATION	58	28,875	39,668	37,256	49,250
AGE	57	37	44	41	49
YEARS OF EDUCATION	56	16	17	16	18
YEARS WITH PRESENT BANK	58	4	9	8	12
YEARS IN POSITION	57	2	4	3	6
REPORTING LEVEL	57	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	11	17
ASSET SIZE (MILLIONS)	58	$1,295.7	$5,657.3	$2,077.7	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$32,000	$39,924	$38,186	$47,025
BONUS	24	2,800	6,233	6,282	9,000
TOTAL COMPENSATION	58	32,775	42,503	39,100	50,753
AGE	58	39	47	48	55
YEARS OF EDUCATION	56	16	16	16	17
YEARS WITH PRESENT BANK	58	6	16	16	24
YEARS IN POSITION	57	3	6	4	8
REPORTING LEVEL	56	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	56	9	33	23	45
ASSET SIZE (MILLIONS)	58	$1,222.0	$5,399.7	$1,784.9	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$18,000	$24,626	$23,900	$28,600
BONUS	12	1,242	2,334	2,000	3,563
TOTAL COMPENSATION	51	19,000	25,175	25,000	29,670
AGE	50	35	42	40	45
YEARS OF EDUCATION	51	13	15	16	16
YEARS WITH PRESENT BANK	50	6	12	10	17
YEARS IN POSITION	48	2	4	3	5
REPORTING LEVEL	50	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	33	2	9	4	13
ASSET SIZE (MILLIONS)	51	$1,223.0	$5,548.7	$1,676.8	$4,322.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$13,860	$16,386	$16,000	$19,000
BONUS	7	585	1,277	1,125	2,200
TOTAL COMPENSATION	39	14,170	16,615	16,000	19,000
AGE	38	28	35	31	38
YEARS OF EDUCATION	38	12	15	16	16
YEARS WITH PRESENT BANK	38	4	6	6	8
YEARS IN POSITION	38	2	3	2	3
REPORTING LEVEL	38	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	12	2	4	3	5
ASSET SIZE (MILLIONS)	39	$1,223.0	$6,765.9	$1,618.3	$3,974.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$11,595	$14,738	$14,250	$16,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	30	11,648	14,894	14,463	17,438
AGE	30	31	40	36	50
YEARS OF EDUCATION	29	12	14	14	16
YEARS WITH PRESENT BANK	30	7	12	10	14
YEARS IN POSITION	30	2	4	4	5
REPORTING LEVEL	27	7	7	6	5
TOTAL EMPLOYEES SUPERVISED	10	3	12	5	18
ASSET SIZE (MILLIONS)	30	$1,280.7	$9,177.6	$2,180.6	$4,431.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$13,260	$16,063	$16,000	$18,131
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	32	13,260	16,071	16,000	18,131
AGE	28	25	29	27	29
YEARS OF EDUCATION	30	17	18	18	18
YEARS WITH PRESENT BANK	28	1	2	2	2
YEARS IN POSITION	28	1	2	2	2
REPORTING LEVEL	29	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	32	$1,318.3	$5,132.8	$2,328.8	$4,478.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,920	$12,331	$12,000	$13,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	43	10,920	12,353	12,000	13,500
AGE	38	24	26	25	26
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	38	1	2	2	2
YEARS IN POSITION	38	1	2	2	2
REPORTING LEVEL	37	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	43	$1,300.0	$4,508.4	$2,040.0	$4,356.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$38,000	$52,112	$48,400	$59,800
BONUS	39	5,000	12,027	9,000	13,100
TOTAL COMPENSATION	63	38,298	59,557	54,032	71,239
AGE	63	42	47	46	52
YEARS OF EDUCATION	61	14	15	16	16
YEARS WITH PRESENT BANK	63	7	18	19	27
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	199	660	370	638
ASSET SIZE (MILLIONS)	63	$1,300.0	$9,031.3	$2,115.5	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$20,953	$34,428	$29,576	$41,000
BONUS	6	1,763	6,140	3,613	12,422
TOTAL COMPENSATION	25	20,953	35,901	29,576	42,349
AGE	25	37	46	47	52
YEARS OF EDUCATION	25	14	15	16	16
YEARS WITH PRESENT BANK	25	10	17	13	23
YEARS IN POSITION	25	3	4	4	6
REPORTING LEVEL	23	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	12	208	51	175
ASSET SIZE (MILLIONS)	25	$1,366.5	$7,182.5	$2,653.7	$8,412.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$13,600	$17,311	$17,225	$19,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	27	13,600	17,574	17,919	19,500
AGE	26	32	42	38	53
YEARS OF EDUCATION	25	12	14	14	16
YEARS WITH PRESENT BANK	27	8	14	11	20
YEARS IN POSITION	26	2	5	4	6
REPORTING LEVEL	25	7	6	6	5
TOTAL EMPLOYEES SUPERVISED	12	1	53	4	23
ASSET SIZE (MILLIONS)	27	$1,305.1	$7,569.9	$2,305.2	$4,501.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$32,000	$41,849	$39,000	$48,500
BONUS	34	2,300	7,510	4,475	10,125
TOTAL COMPENSATION	63	34,500	45,901	41,400	53,125
AGE	62	40	47	47	53
YEARS OF EDUCATION	60	16	16	16	17
YEARS WITH PRESENT BANK	63	6	14	12	20
YEARS IN POSITION	62	2	5	5	7
REPORTING LEVEL	61	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	59	15	55	27	69
ASSET SIZE (MILLIONS)	63	$1,300.0	$8,620.8	$2,120.0	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,015	$35,471	$33,800	$41,250
BONUS	13	2,420	4,794	4,186	6,169
TOTAL COMPENSATION	37	25,556	37,156	34,650	44,850
AGE	36	34	39	37	42
YEARS OF EDUCATION	36	16	16	16	17
YEARS WITH PRESENT BANK	37	7	13	11	14
YEARS IN POSITION	37	3	5	4	6
REPORTING LEVEL	36	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	3	18	6	14
ASSET SIZE (MILLIONS)	37	$1,301.3	$6,251.9	$2,305.2	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$21,050	$26,039	$24,500	$30,153
BONUS	10	1,566	2,870	2,418	5,026
TOTAL COMPENSATION	56	21,050	26,552	24,750	30,153
AGE	55	44	51	54	59
YEARS OF EDUCATION	52	13	15	16	16
YEARS WITH PRESENT BANK	56	5	13	11	18
YEARS IN POSITION	53	3	5	4	8
REPORTING LEVEL	55	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	48	6	32	16	45
ASSET SIZE (MILLIONS)	56	$1,453.3	$8,223.0	$2,417.3	$4,651.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$20,754	$26,152	$25,200	$31,650
BONUS	8	659	1,991	1,517	2,677
TOTAL COMPENSATION	49	20,754	26,477	25,506	31,650
AGE	48	33	40	39	45
YEARS OF EDUCATION	47	16	16	17	18
YEARS WITH PRESENT BANK	49	4	9	7	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	48	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	3	9	7	12
ASSET SIZE (MILLIONS)	49	$1,460.6	$5,862.9	$2,420.0	$4,503.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	59	$44,000	$60,893	$56,000	$74,500
BONUS	38	4,595	11,772	9,500	14,685
TOTAL COMPENSATION	59	45,084	68,475	62,461	86,000
AGE	57	46	50	50	55
YEARS OF EDUCATION	56	16	17	17	19
YEARS WITH PRESENT BANK	59	8	17	18	25
YEARS IN POSITION	57	3	6	5	8
REPORTING LEVEL	57	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	58	64	209	127	267
ASSET SIZE (MILLIONS)	59	$1,358.0	$10,735.1	$2,400.0	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$25,000	$31,629	$31,750	$38,150
BONUS	14	1,150	3,050	2,219	5,130
TOTAL COMPENSATION	52	25,000	32,450	31,750	38,375
AGE	50	39	44	43	49
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	10	16	14	23
YEARS IN POSITION	50	3	5	5	7
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	28	76	44	102
ASSET SIZE (MILLIONS)	52	$1,300.6	$7,112.8	$2,109.6	$4,406.1

Cash Compensation Data

Regon III: South Atlantic

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: LESS THAN $10 MILLION

Of the 431 banks submitting data for the South Atlantic region, 30 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
Instalment Loan Collector
Top Instalment Loan Officer
Junior Instalment Loan Officer
Top Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Personnel Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 3
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	29	$23,000	$27,276	$25,200	$32,020
BONUS	13	825	2,444	1,950	2,763
TOTAL COMPENSATION	29	23,400	28,372	26,250	34,225
AGE	28	39	45	45	50
YEARS OF EDUCATION	29	14	15	15	16
YEARS WITH PRESENT BANK	29	3	8	4	6
YEARS IN POSITION	28	3	6	4	6
REPORTING LEVEL	29	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	29	9	13	12	17
ASSET SIZE (MILLIONS)	29	$4.5	$6.6	$7.0	$8.2

GEOGRAPHIC REGION: 3
ASSET SIZE: LESS THAN $10 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$14,200	$18,185	$17,500	$20,000
BONUS	9	650	1,333	1,200	2,075
TOTAL COMPENSATION	21	14,200	18,756	18,100	20,250
AGE	20	30	37	34	44
YEARS OF EDUCATION	21	12	14	14	16
YEARS WITH PRESENT BANK	21	2	6	3	7
YEARS IN POSITION	19	2	4	3	4
REPORTING LEVEL	14	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	18	7	10	10	15
ASSET SIZE (MILLIONS)	21	$4.9	$6.6	$7.2	$8.2

GEOGRAPHIC REGION: 3
ASSET SIZE: LESS THAN $10 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$10.060	$13.297	$13.602	$15.875
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	10.060	13.560	14.077	16.031
AGE	6	30	42	42	54
YEARS OF EDUCATION	5	12	14	14	15
YEARS WITH PRESENT BANK	6	2	5	3	8
YEARS IN POSITION	6	1	3	2	4
REPORTING LEVEL	6	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	3	4	4	5
ASSET SIZE (MILLIONS)	6	$6.3	$7.5	$7.3	$9.3

GEOGRAPHIC REGION: 3
ASSET SIZE: LESS THAN $10 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$10.050	$14.908	$11.950	$21.375
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	10.163	15.104	11.950	21.375
AGE	8	31	36	35	39
YEARS OF EDUCATION	8	12	14	14	16
YEARS WITH PRESENT BANK	8	1	4	3	6
YEARS IN POSITION	8	1	3	2	4
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	5	2	5	2	10
ASSET SIZE (MILLIONS)	8	$6.7	$7.3	$7.0	$8.8

GEOGRAPHIC REGION: 3
ASSET SIZE: LESS THAN $10 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$10,953	$14,453	$13,500	$16,740
BONUS	6	725	1,493	1,230	2,500
TOTAL COMPENSATION	14	11,301	15,093	14,000	18,655
AGE	13	30	38	36	43
YEARS OF EDUCATION	14	12	14	14	16
YEARS WITH PRESENT BANK	14	4	8	7	11
YEARS IN POSITION	13	3	4	4	6
REPORTING LEVEL	13	4	3	2	2
TOTAL EMPLOYEES SUPERVISED	14	7	10	11	13
ASSET SIZE (MILLIONS)	14	$7.0	$7.9	$8.1	$9.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $10 TO $19 MILLION

Of the 431 banks submitting data for the South-Atlantic region, 90 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Business Development Officer
Junior Commercial Loan Officer
Mortgage Loan Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	90	$25,024	$29,722	$28,530	$35,000
BONUS	60	1,360	3,628	2,645	4,375
TOTAL COMPENSATION	90	27,230	32,141	30,513	37,425
AGE	90	39	48	47	56
YEARS OF EDUCATION	88	14	15	16	16
YEARS WITH PRESENT BANK	90	5	13	9	20
YEARS IN POSITION	88	3	7	6	11
REPORTING LEVEL	90	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	89	15	21	22	27
ASSET SIZE (MILLIONS)	90	$12.0	$14.7	$15.0	$17.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	76	$17,200	$20,748	$19,990	$23,150
BONUS	50	1,012	2,108	1,621	2,627
TOTAL COMPENSATION	76	18,279	22,135	20,990	25,150
AGE	74	34	41	38	45
YEARS OF EDUCATION	76	13	15	15	16
YEARS WITH PRESENT BANK	75	4	10	7	13
YEARS IN POSITION	74	2	5	4	7
REPORTING LEVEL	70	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	75	6	15	13	24
ASSET SIZE (MILLIONS)	76	$12.0	$14.9	$15.2	$18.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$11,450	$15,550	$16,750	$18,500
BONUS	5	500	928	538	1,550
TOTAL COMPENSATION	6	12,975	16,323	17,269	18,875
AGE	6	32	39	36	49
YEARS OF EDUCATION	6	14	15	16	16
YEARS WITH PRESENT BANK	6	1	5	4	9
YEARS IN POSITION	6	1	2	2	3
REPORTING LEVEL	6	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	7	9	9	11
ASSET SIZE (MILLIONS)	6	$13.5	$15.5	$15.7	$17.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$12,000	$14,067	$13,250	$15,875
BONUS	19	300	1,174	800	1,500
TOTAL COMPENSATION	28	12,025	14,864	14,165	16,900
AGE	28	31	39	36	45
YEARS OF EDUCATION	26	12	14	13	16
YEARS WITH PRESENT BANK	28	3	7	6	9
YEARS IN POSITION	25	2	3	2	5
REPORTING LEVEL	26	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	28	2	3	3	5
ASSET SIZE (MILLIONS)	28	$13.3	$15.6	$16.6	$18.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$14,948	$17,521	$18,500	$20,200
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	14,948	18,997	19,834	22,000
AGE	7	42	50	54	57
YEARS OF EDUCATION	7	12	13	12	14
YEARS WITH PRESENT BANK	7	4	11	14	16
YEARS IN POSITION	6	2	8	8	14
REPORTING LEVEL	7	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	2	9	5	18
ASSET SIZE (MILLIONS)	7	$14.4	$15.5	$15.4	$16.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 10 TO $ 19 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$9,630	$12,316	$11,500	$16,850
BONUS	10	709	1,979	1,047	2,025
TOTAL COMPENSATION	14	10,526	13,729	11,850	17,584
AGE	14	32	46	46	57
YEARS OF EDUCATION	14	12	14	13	15
YEARS WITH PRESENT BANK	14	3	18	18	32
YEARS IN POSITION	14	2	6	6	9
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	4	12	12	20
ASSET SIZE (MILLIONS)	14	$13.0	$15.1	$15.4	$18.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 10 TO $ 19 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$9,000	$10,956	$9,600	$12,100
BONUS	6	418	2,182	1,100	3,150
TOTAL COMPENSATION	11	9,200	12,146	9,600	13,000
AGE	11	25	34	30	43
YEARS OF EDUCATION	11	12	14	14	16
YEARS WITH PRESENT BANK	11	2	7	3	12
YEARS IN POSITION	11	1	3	2	2
REPORTING LEVEL	11	4	5	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	11	$12.0	$15.6	$17.0	$18.4

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$13,500	$15,853	$15,000	$20,000
BONUS	16	482	1,532	963	1,500
TOTAL COMPENSATION	27	13,800	16,761	15,600	20,200
AGE	26	33	41	36	52
YEARS OF EDUCATION	26	12	13	12	15
YEARS WITH PRESENT BANK	27	4	9	7	12
YEARS IN POSITION	25	3	5	4	7
REPORTING LEVEL	26	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	3	6
ASSET SIZE (MILLIONS)	27	$13.9	$15.7	$16.0	$18.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$9,998	$11,978	$11,200	$12,500
BONUS	15	326	1,256	763	1,024
TOTAL COMPENSATION	25	10,610	12,731	12,000	13,150
AGE	23	28	33	32	35
YEARS OF EDUCATION	25	12	14	13	15
YEARS WITH PRESENT BANK	25	4	8	6	8
YEARS IN POSITION	24	2	3	2	4
REPORTING LEVEL	24	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	17	2	6	3	5
ASSET SIZE (MILLIONS)	25	$12.0	$14.8	$15.3	$17.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$10,200	$12,411	$12,000	$14,000
BONUS	9	642	1,561	1,200	1,864
TOTAL COMPENSATION	19	10,883	13,150	13,000	14,568
AGE	18	31	41	36	47
YEARS OF EDUCATION	19	12	14	13	16
YEARS WITH PRESENT BANK	19	4	12	8	19
YEARS IN POSITION	17	1	3	2	4
REPORTING LEVEL	17	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	2	12	12	20
ASSET SIZE (MILLIONS)	19	$11.5	$15.0	$16.0	$18.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 10 TO $ 19 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$12,000	$14,246	$13,560	$17,182
BONUS	19	623	1,749	1,000	1,800
TOTAL COMPENSATION	31	12,000	15,318	14,400	17,900
AGE	29	31	36	35	40
YEARS OF EDUCATION	31	12	14	14	16
YEARS WITH PRESENT BANK	31	3	8	6	10
YEARS IN POSITION	31	2	4	3	5
REPORTING LEVEL	30	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	18	3	5	4	6
ASSET SIZE (MILLIONS)	31	$11.6	$14.8	$15.4	$18.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 10 TO $ 19 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$7,675	$9,780	$9,191	$12,400
BONUS	5	200	511	392	881
TOTAL COMPENSATION	6	8,150	10,206	9,387	12,797
AGE	6	27	27	27	28
YEARS OF EDUCATION	6	16	16	16	16
YEARS WITH PRESENT BANK	6	2	3	2	4
YEARS IN POSITION	6	2	3	2	4
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	6	$12.3	$15.6	$16.1	$18.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	59	$12,305	$15,923	$15,600	$19,000
BONUS	34	719	1,756	1,250	1,850
TOTAL COMPENSATION	59	13,485	16,935	16,000	19,300
AGE	58	33	40	37	49
YEARS OF EDUCATION	57	12	14	14	16
YEARS WITH PRESENT BANK	59	4	10	8	12
YEARS IN POSITION	55	2	5	3	5
REPORTING LEVEL	54	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	57	10	15	15	20
ASSET SIZE (MILLIONS)	59	$12.6	$15.3	$15.4	$18.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$10,000	$12,377	$11,500	$12,700
BONUS	5	569	2,590	900	5,455
TOTAL COMPENSATION	7	10,500	14,226	11,500	13,338
AGE	7	33	44	44	49
YEARS OF EDUCATION	7	12	13	12	14
YEARS WITH PRESENT BANK	7	9	14	13	19
YEARS IN POSITION	7	3	4	3	6
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	2	11	9	21
ASSET SIZE (MILLIONS)	7	$12.9	$14.6	$14.4	$15.4

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $20 TO $29 MILLION

Of the 431 banks submitting data for the South-Atlantic region, 68 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following position in this asset size category:

Officer Trainee (College Graduate Program)

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$30,000	$34,535	$33,000	$38,500
BONUS	43	1,500	3,407	2,322	4,000
TOTAL COMPENSATION	67	31,400	36,722	35,820	39,250
AGE	65	42	48	49	54
YEARS OF EDUCATION	66	14	15	16	16
YEARS WITH PRESENT BANK	65	5	13	9	18
YEARS IN POSITION	64	3	7	6	9
REPORTING LEVEL	66	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	65	28	35	33	44
ASSET SIZE (MILLIONS)	67	$21.8	$24.3	$24.2	$27.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$21,000	$24,398	$23,150	$26,938
BONUS	32	1,200	2,451	1,906	2,600
TOTAL COMPENSATION	56	21,862	25,798	24,974	28,475
AGE	54	36	44	43	49
YEARS OF EDUCATION	55	12	14	14	16
YEARS WITH PRESENT BANK	54	4	11	7	14
YEARS IN POSITION	53	3	5	4	7
REPORTING LEVEL	48	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	53	10	27	29	36
ASSET SIZE (MILLIONS)	56	$22.0	$24.2	$23.9	$26.7

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$17,400	$19,073	$19,250	$20,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	18,754	19,998	19,550	20,750
AGE	11	32	38	37	41
YEARS OF EDUCATION	12	13	14	14	16
YEARS WITH PRESENT BANK	12	3	8	7	11
YEARS IN POSITION	10	3	4	4	5
REPORTING LEVEL	10	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	12	8	10	10	12
ASSET SIZE (MILLIONS)	12	$22.6	$25.2	$26.2	$28.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$11,880	$14,079	$14,000	$15,000
BONUS	14	343	892	804	1,212
TOTAL COMPENSATION	31	12,000	14,482	14,250	16,203
AGE	30	30	41	40	47
YEARS OF EDUCATION	31	12	14	13	14
YEARS WITH PRESENT BANK	30	2	8	5	9
YEARS IN POSITION	29	2	4	3	4
REPORTING LEVEL	29	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	31	3	5	5	5
ASSET SIZE (MILLIONS)	31	$22.0	$24.4	$24.7	$26.8

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$10,300	$15,417	$14,580	$20,000
BONUS	8	568	1,061	919	1,113
TOTAL COMPENSATION	15	11,000	15,983	14,580	20,000
AGE	15	33	43	42	49
YEARS OF EDUCATION	14	12	14	14	16
YEARS WITH PRESENT BANK	15	2	6	4	8
YEARS IN POSITION	14	2	3	3	4
REPORTING LEVEL	13	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	9	2	4	3	5
ASSET SIZE (MILLIONS)	15	$21.0	$24.8	$23.9	$29.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$17,880	$20,996	$20,260	$24,188
BONUS	11	363	1,547	1,050	1,555
TOTAL COMPENSATION	18	18,801	21,941	22,208	24,899
AGE	18	34	39	37	43
YEARS OF EDUCATION	18	14	15	16	17
YEARS WITH PRESENT BANK	18	2	7	5	8
YEARS IN POSITION	18	2	4	2	7
REPORTING LEVEL	17	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	18	2	6	4	6
ASSET SIZE (MILLIONS)	18	$21.1	$23.9	$23.4	$28.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$10,557	$12,065	$12,360	$13,360
BONUS	5	222	713	600	1,262
TOTAL COMPENSATION	6	11,113	12,659	13,082	13,810
AGE	6	31	37	37	44
YEARS OF EDUCATION	6	12	14	14	16
YEARS WITH PRESENT BANK	6	6	11	8	20
YEARS IN POSITION	6	2	3	3	4
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$21.5	$25.1	$25.2	$29.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 20 TO $ 29 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$14,000	$15,488	$14,500	$16,075
BONUS	9	406	964	840	1,500
TOTAL COMPENSATION	16	14,500	16,030	15,000	16,753
AGE	16	29	39	41	48
YEARS OF EDUCATION	16	12	13	12	15
YEARS WITH PRESENT BANK	16	2	12	7	26
YEARS IN POSITION	16	2	4	3	6
REPORTING LEVEL	16	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	12	6	13	13	19
ASSET SIZE (MILLIONS)	16	$21.0	$24.7	$26.0	$27.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 20 TO $ 29 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$8,313	$10,596	$11,000	$12,500
BONUS	7	460	576	560	600
TOTAL COMPENSATION	17	8,875	10,833	11,916	12,600
AGE	17	28	34	32	38
YEARS OF EDUCATION	17	12	14	14	15
YEARS WITH PRESENT BANK	17	2	5	2	5
YEARS IN POSITION	17	2	3	2	3
REPORTING LEVEL	16	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	1	6	1	7
ASSET SIZE (MILLIONS)	17	$21.8	$24.8	$25.0	$28.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$13,650	$16,984	$16,900	$18,500
BONUS	27	750	1,590	1,343	2,068
TOTAL COMPENSATION	42	15,126	18,006	17,500	19,821
AGE	42	33	42	41	50
YEARS OF EDUCATION	42	12	14	14	16
YEARS WITH PRESENT BANK	42	3	8	6	9
YEARS IN POSITION	42	3	6	5	7
REPORTING LEVEL	40	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	36	3	5	5	7
ASSET SIZE (MILLIONS)	42	$21.7	$24.3	$23.9	$27.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$10,716	$12,637	$13,000	$14,500
BONUS	20	565	1,078	986	1,394
TOTAL COMPENSATION	31	11,000	13,332	13,200	15,300
AGE	31	28	33	32	37
YEARS OF EDUCATION	31	12	14	13	16
YEARS WITH PRESENT BANK	31	3	6	6	8
YEARS IN POSITION	30	2	3	2	4
REPORTING LEVEL	28	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	18	1	4	2	5
ASSET SIZE (MILLIONS)	31	$22.0	$24.9	$24.4	$28.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$10,250	$13,595	$12,850	$15,090
BONUS	11	500	1,261	950	1,279
TOTAL COMPENSATION	20	10,538	14,289	13,140	16,035
AGE	19	30	38	37	47
YEARS OF EDUCATION	19	12	14	14	16
YEARS WITH PRESENT BANK	19	3	9	7	12
YEARS IN POSITION	19	2	3	3	3
REPORTING LEVEL	17	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	1	5	1	7
ASSET SIZE (MILLIONS)	20	$22.2	$24.6	$24.1	$27.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$14,400	$16,916	$16,754	$18,100
BONUS	10	572	1,454	958	1,688
TOTAL COMPENSATION	27	14,400	17,454	17,172	19,000
AGE	25	30	36	33	40
YEARS OF EDUCATION	26	14	15	16	16
YEARS WITH PRESENT BANK	26	2	7	6	11
YEARS IN POSITION	25	2	4	3	5
REPORTING LEVEL	23	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	20	3	6	4	6
ASSET SIZE (MILLIONS)	27	$22.0	$24.8	$25.0	$27.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 20 TO $ 29 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$13,500	$19,843	$20,400	$21,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	13,500	20,074	20,400	22,021
AGE	6	30	41	43	49
YEARS OF EDUCATION	6	13	14	15	16
YEARS WITH PRESENT BANK	6	3	6	4	8
YEARS IN POSITION	6	3	4	4	5
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$26.0	$27.5	$27.5	$29.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$14,000	$18,132	$18,000	$22,500
BONUS	24	728	1,652	1,300	1,493
TOTAL COMPENSATION	49	14,349	18,941	18,600	22,900
AGE	48	32	38	38	43
YEARS OF EDUCATION	48	12	14	14	16
YEARS WITH PRESENT BANK	48	3	9	7	11
YEARS IN POSITION	47	2	4	3	5
REPORTING LEVEL	45	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	13	22	21	27
ASSET SIZE (MILLIONS)	49	$21.5	$24.3	$24.2	$26.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$10,460	$12,719	$12,000	$15,625
BONUS	6	713	967	1,000	1,291
TOTAL COMPENSATION	9	11,385	13,364	13,000	16,145
AGE	9	42	50	53	60
YEARS OF EDUCATION	9	12	13	12	13
YEARS WITH PRESENT BANK	9	9	14	12	20
YEARS IN POSITION	9	2	4	3	5
REPORTING LEVEL	8	5	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	2	8	4	10
ASSET SIZE (MILLIONS)	9	$21.7	$24.4	$23.0	$28.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$13,600	$17,846	$17,511	$22,260
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	14,100	18,598	18,808	22,990
AGE	5	42	54	58	65
YEARS OF EDUCATION	5	13	15	14	17
YEARS WITH PRESENT BANK	5	8	22	26	34
YEARS IN POSITION	5	3	7	6	12
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$21.2	$23.6	$23.0	$26.3

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $30 TO $39 MILLION

Of the 431 banks submitting data for the South-Atlantic region, 45 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$30,500	$36,540	$35,020	$43,007
BONUS	29	2,100	3,448	2,916	4,010
TOTAL COMPENSATION	45	32,700	38,762	37,530	46,000
AGE	44	44	52	51	59
YEARS OF EDUCATION	44	13	15	16	16
YEARS WITH PRESENT BANK	44	8	18	18	28
YEARS IN POSITION	44	4	9	8	11
REPORTING LEVEL	45	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	42	33	44	43	55
ASSET SIZE (MILLIONS)	45	$31.2	$33.4	$32.1	$35.1

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$23,382	$27,238	$26,568	$29,898
BONUS	25	1,128	2,485	2,000	2,650
TOTAL COMPENSATION	41	24,348	28,754	26,928	30,504
AGE	40	40	47	47	54
YEARS OF EDUCATION	40	14	15	16	16
YEARS WITH PRESENT BANK	40	7	15	14	23
YEARS IN POSITION	38	3	8	7	10
REPORTING LEVEL	39	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	38	18	32	32	48
ASSET SIZE (MILLIONS)	41	$31.9	$33.5	$33.0	$35.1

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$17,934	$19,478	$19,375	$20,934
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	18,420	20,136	19,758	21,265
AGE	9	34	41	38	52
YEARS OF EDUCATION	9	14	15	16	16
YEARS WITH PRESENT BANK	9	5	9	11	13
YEARS IN POSITION	9	2	4	4	8
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	10	14	14	20
ASSET SIZE (MILLIONS)	10	$30.6	$33.0	$32.0	$35.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$10,800	$13,722	$14,400	$16,200
BONUS	15	429	1,012	900	1,190
TOTAL COMPENSATION	27	10,974	14,285	14,400	16,500
AGE	25	34	'40	39	48
YEARS OF EDUCATION	26	12	14	13	16
YEARS WITH PRESENT BANK	26	4	9	7	11
YEARS IN POSITION	26	2	4	3	5
REPORTING LEVEL	25	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	26	4	5	4	6
ASSET SIZE (MILLIONS)	27	$32.0	$33.7	$33.0	$35.4

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$12,500	$16,541	$14,400	$20,300
BONUS	8	154	1,221	563	1,169
TOTAL COMPENSATION	15	12,940	17,192	14,996	20,300
AGE	13	33	41	40	48
YEARS OF EDUCATION	14	14	15	15	16
YEARS WITH PRESENT BANK	14	3	10	4	18
YEARS IN POSITION	14	1	4	2	5
REPORTING LEVEL	12	5	4	3	3
TOTAL EMPLOYEES SUPERVISED	7	2	8	3	12
ASSET SIZE (MILLIONS)	15	$31.5	$34.0	$34.3	$36.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$17,742	$21,440	$20,700	$26,238
BONUS	5	731	1,435	1,312	2,200
TOTAL COMPENSATION	14	18,189	21,952	20,700	26,238
AGE	13	35	39	38	40
YEARS OF EDUCATION	13	13	15	14	16
YEARS WITH PRESENT BANK	13	4	8	8	13
YEARS IN POSITION	13	2	6	4	7
REPORTING LEVEL	12	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	12	2	8	4	10
ASSET SIZE (MILLIONS)	14	$32.0	$33.9	$34.0	$35.1

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$12,500	$15,857	$16,000	$18,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	12,500	16,064	16,000	18,000
AGE	6	29	36	32	45
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	6	2	7	6	11
YEARS IN POSITION	6	2	5	3	8
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$30.0	$33.1	$34.3	$35.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$14,250	$16,687	$16,070	$17,750
BONUS	5	448	1,078	1,125	1,685
TOTAL COMPENSATION	12	14,250	17,136	16,500	19,125
AGE	11	32	38	35	47
YEARS OF EDUCATION	11	12	14	12	16
YEARS WITH PRESENT BANK	11	5	8	7	11
YEARS IN POSITION	11	2	4	3	5
REPORTING LEVEL	11	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	10	1	10	5	14
ASSET SIZE (MILLIONS)	12	$34.4	$35.4	$35.0	$37.9

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$8,976	$11,361	$10,900	$13,525
BONUS	8	300	838	941	1,138
TOTAL COMPENSATION	18	9,041	11,733	10,900	14,359
AGE	18	26	35	29	45
YEARS OF EDUCATION	18	12	13	13	14
YEARS WITH PRESENT BANK	18	2	4	3	6
YEARS IN POSITION	18	1	2	2	3
REPORTING LEVEL	16	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	6	2	4	4	5
ASSET SIZE (MILLIONS)	18	$32.0	$34.6	$34.6	$38.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$14,484	$18,078	$17,250	$20,725
BONUS	17	830	1,280	1,383	1,730
TOTAL COMPENSATION	30	15,159	18,804	18,563	20,725
AGE	28	37	43	40	52
YEARS OF EDUCATION	29	12	14	13	15
YEARS WITH PRESENT BANK	29	5	13	10	16
YEARS IN POSITION	29	3	6	6	9
REPORTING LEVEL	27	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	26	3	7	6	10
ASSET SIZE (MILLIONS)	30	$31.9	$33.3	$32.5	$35.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	26	$10,475	$12,389	$11,970	$13,020
BONUS	16	455	848	899	1,138
TOTAL COMPENSATION	26	10,551	12,911	12,333	13,695
AGE	24	28	33	30	36
YEARS OF EDUCATION	24	12	13	13	14
YEARS WITH PRESENT BANK	25	3	8	7	10
YEARS IN POSITION	25	2	3	2	4
REPORTING LEVEL	22	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	12	2	5	4	5
ASSET SIZE (MILLIONS)	26	$31.7	$33.6	$33.3	$35.1

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	26	$11,385	$13,509	$13,150	$15,325
BONUS	18	473	941	913	1,250
TOTAL COMPENSATION	26	11,677	14,161	13,785	16,268
AGE	25	29	37	34	45
YEARS OF EDUCATION	25	14	15	14	16
YEARS WITH PRESENT BANK	25	3	8	6	11
YEARS IN POSITION	25	2	3	3	5
REPORTING LEVEL	24	4	4	3	2
TOTAL EMPLOYEES SUPERVISED	10	1	11	9	20
ASSET SIZE (MILLIONS)	26	$31.3	$33.8	$34.0	$35.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	29	$14,494	$18,393	$17,000	$20,900
BONUS	16	441	1,586	1,363	1,813
TOTAL COMPENSATION	29	15,250	19,268	17,500	21,658
AGE	28	34	43	42	50
YEARS OF EDUCATION	28	12	14	14	16
YEARS WITH PRESENT BANK	28	6	12	9	14
YEARS IN POSITION	28	2	6	5	8
REPORTING LEVEL	28	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	21	4	10	4	8
ASSET SIZE (MILLIONS)	29	$31.6	$33.8	$33.7	$36.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$12,000	$17,544	$14,750	$25,725
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	12,103	17,808	15,521	25,725
AGE	8	37	45	43	57
YEARS OF EDUCATION	8	12	14	13	16
YEARS WITH PRESENT BANK	8	3	6	5	11
YEARS IN POSITION	8	1	5	3	9
REPORTING LEVEL	8	5	4	4	2
TOTAL EMPLOYEES SUPERVISED	7	1	9	4	7
ASSET SIZE (MILLIONS)	8	$30.5	$33.6	$34.8	$35.8

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$10,050	$10,975	$11,075	$11,925
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	10,050	11,142	11,525	12,000
AGE	6	24	25	25	27
YEARS OF EDUCATION	6	16	16	16	16
YEARS WITH PRESENT BANK	6	1	2	2	2
YEARS IN POSITION	6	1	1	1	2
REPORTING LEVEL	6	5	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$32.0	$34.6	$33.1	$38.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$17,100	$19,328	$18,150	$22,000
BONUS	19	833	1,753	1,400	1,730
TOTAL COMPENSATION	37	17,225	20,228	19,305	23,117
AGE	36	36	42	42	46
YEARS OF EDUCATION	36	12	14	14	16
YEARS WITH PRESENT BANK	36	5	12	10	17
YEARS IN POSITION	36	2	5	3	6
REPORTING LEVEL	36	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	36	11	25	21	35
ASSET SIZE (MILLIONS)	37	$31.0	$33.4	$33.0	$35.1

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$12,300	$15,614	$17,104	$18,000
BONUS	7	150	934	900	1,734
TOTAL COMPENSATION	12	12,338	16,159	17,604	18,999
AGE	12	34	41	37	48
YEARS OF EDUCATION	12	12	13	13	14
YEARS WITH PRESENT BANK	12	8	13	12	16
YEARS IN POSITION	12	2	3	3	5
REPORTING LEVEL	11	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	9	4	20	6	36
ASSET SIZE (MILLIONS)	12	$32.4	$34.8	$34.8	$36.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$20,808	$23,823	$25,300	$26,100
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	22,408	25,061	26,200	27,144
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$31.9	$34.0	$32.0	$37.1

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $40 TO $49 MILLION

Of the 431 banks submitting data for the South-Atlantic region, 46 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$36,450	$42,190	$42,250	$46,375
BONUS	32	2,993	6,680	5,050	9,875
TOTAL COMPENSATION	46	39,769	46,836	46,560	49,414
AGE	46	45	50	50	56
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	46	7	17	16	25
YEARS IN POSITION	45	4	9	7	13
REPORTING LEVEL	46	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	43	36	54	51	72
ASSET SIZE (MILLIONS)	46	$42.8	$45.2	$45.0	$48.8

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$25,025	$30,015	$28,350	$34,569
BONUS	24	1,755	3,406	2,500	4,678
TOTAL COMPENSATION	40	26,615	32,058	30,780	36,000
AGE	40	42	48	50	54
YEARS OF EDUCATION	39	13	15	16	16
YEARS WITH PRESENT BANK	40	5	15	13	26
YEARS IN POSITION	39	3	6	6	10
REPORTING LEVEL	38	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	34	8	39	41	56
ASSET SIZE (MILLIONS)	40	$43.3	$45.3	$45.0	$49.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$16,000	$18,794	$17,550	$21,288
BONUS	9	1,050	1,975	1,785	2,844
TOTAL COMPENSATION	18	16,375	19,781	19,300	23,225
AGE	17	33	41	39	46
YEARS OF EDUCATION	18	12	14	16	16
YEARS WITH PRESENT BANK	17	4	9	8	12
YEARS IN POSITION	16	2	5	5	8
REPORTING LEVEL	18	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	7	10	10	12
ASSET SIZE (MILLIONS)	18	$44.6	$45.4	$45.0	$48.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	29	$12,500	$15,163	$14,500	$18,130
BONUS	14	250	1,051	1,050	1,561
TOTAL COMPENSATION	29	12,660	15,671	15,200	18,130
AGE	28	32	42	42	49
YEARS OF EDUCATION	28	12	14	13	16
YEARS WITH PRESENT BANK	28	6	10	7	12
YEARS IN POSITION	27	2	4	3	4
REPORTING LEVEL	28	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	27	3	5	5	7
ASSET SIZE (MILLIONS)	29	$44.8	$45.9	$45.5	$49.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$16,188	$18,828	$18,750	$22,025
BONUS	8	245	1,700	1,160	3,350
TOTAL COMPENSATION	16	16,213	19,678	19,810	22,425
AGE	16	35	46	44	59
YEARS OF EDUCATION	16	12	14	14	16
YEARS WITH PRESENT BANK	16	8	15	11	23
YEARS IN POSITION	16	2	4	4	7
REPORTING LEVEL	16	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	10	1	6	2	6
ASSET SIZE (MILLIONS)	16	$45.0	$46.3	$46.3	$49.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$19,530	$21,736	$21,700	$23,750
BONUS	14	365	1,554	1,050	1,754
TOTAL COMPENSATION	25	19,530	22,607	22,000	25,052
AGE	23	35	40	39	46
YEARS OF EDUCATION	24	14	15	16	16
YEARS WITH PRESENT BANK	23	4	6	6	9
YEARS IN POSITION	22	2	4	4	5
REPORTING LEVEL	23	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	20	2	6	5	10
ASSET SIZE (MILLIONS)	25	$44.5	$45.8	$45.5	$49.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$12,750	$14,236	$13,500	$15,700
BONUS	8	333	723	596	890
TOTAL COMPENSATION	17	12,800	14,577	14,061	16,365
AGE	17	30	36	32	43
YEARS OF EDUCATION	16	12	15	15	16
YEARS WITH PRESENT BANK	17	3	7	6	9
YEARS IN POSITION	15	2	4	3	5
REPORTING LEVEL	16	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	9	2	3	2	6
ASSET SIZE (MILLIONS)	17	$42.7	$45.4	$45.0	$49.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$14,525	$18,896	$18,800	$24,000
BONUS	12	495	1,554	1,260	2,500
TOTAL COMPENSATION	22	15,568	19,744	19,430	24,025
AGE	22	32	40	38	46
YEARS OF EDUCATION	22	12	15	15	16
YEARS WITH PRESENT BANK	22	3	11	9	17
YEARS IN POSITION	22	3	5	4	6
REPORTING LEVEL	20	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	19	2	8	4	10
ASSET SIZE (MILLIONS)	22	$44.5	$46.0	$45.6	$49.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	29	$9,534	$11,208	$10,200	$12,950
BONUS	13	217	665	498	981
TOTAL COMPENSATION	29	9,813	11,507	10,400	13,528
AGE	28	25	33	30	37
YEARS OF EDUCATION	29	12	14	13	15
YEARS WITH PRESENT BANK	29	2	5	3	6
YEARS IN POSITION	27	2	3	2	4
REPORTING LEVEL	27	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	10	1	2	1	2
ASSET SIZE (MILLIONS)	29	$44.7	$46.1	$46.7	$49.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	34	$15,625	$18,225	$18,300	$21,200
BONUS	20	569	1,587	1,282	2,425
TOTAL COMPENSATION	34	17,062	19,158	20,132	21,573
AGE	34	36	42	42	45
YEARS OF EDUCATION	34	12	14	14	16
YEARS WITH PRESENT BANK	34	6	10	10	14
YEARS IN POSITION	34	2	5	4	7
REPORTING LEVEL	33	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	27	4	6	6	8
ASSET SIZE (MILLIONS)	34	$43.9	$45.3	$45.1	$49.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$12,000	$13,001	$12,840	$14,100
BONUS	14	319	930	958	1,337
TOTAL COMPENSATION	27	12,300	13,483	13,400	15,420
AGE	27	29	34	33	38
YEARS OF EDUCATION	27	12	14	14	16
YEARS WITH PRESENT BANK	27	4	8	7	11
YEARS IN POSITION	24	2	4	3	6
REPORTING LEVEL	26	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	15	2	3	2	4
ASSET SIZE (MILLIONS)	27	$43.0	$45.4	$45.0	$49.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$12,050	$14,740	$14,375	$16,263
BONUS	15	370	1,064	769	1,349
TOTAL COMPENSATION	28	12,878	15,309	14,785	16,388
AGE	28	30	39	41	47
YEARS OF EDUCATION	28	12	14	13	16
YEARS WITH PRESENT BANK	28	4	10	7	17
YEARS IN POSITION	28	2	4	4	6
REPORTING LEVEL	23	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	1	3	1	2
ASSET SIZE (MILLIONS)	28	$42.1	$45.2	$45.1	$49.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$16,175	$19,333	$19,500	$22,150
BONUS	13	300	1,363	1,274	2,152
TOTAL COMPENSATION	25	16,675	20,042	20,000	22,150
AGE	25	33	41	39	46
YEARS OF EDUCATION	25	12	14	14	16
YEARS WITH PRESENT BANK	25	3	11	9	14
YEARS IN POSITION	25	2	4	3	8
REPORTING LEVEL	23	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	3	8	6	11
ASSET SIZE (MILLIONS)	25	$43.7	$45.3	$45.0	$48.7

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$14,375	$17,429	$18,200	$20,625
BONUS	10	234	2,131	1,615	3,275
TOTAL COMPENSATION	14	15,623	18,951	18,450	22,006
AGE	14	34	41	41	51
YEARS OF EDUCATION	14	12	14	14	16
YEARS WITH PRESENT BANK	14	3	7	6	8
YEARS IN POSITION	12	2	4	5	6
REPORTING LEVEL	14	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	1	3	2	3
ASSET SIZE (MILLIONS)	14	$43.6	$45.4	$45.3	$49.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$8,660	$9,969	$9,600	$11,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	8,660	10,103	9,600	11,750
AGE	9	24	26	25	28
YEARS OF EDUCATION	9	16	16	16	16
YEARS WITH PRESENT BANK	9	2	2	2	3
YEARS IN POSITION	9	1	2	2	2
REPORTING LEVEL	8	5	5	5	4
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	9	$41.7	$45.1	$45.0	$49.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$17,650	$20,706	$20,000	$24,000
BONUS	23	864	1,716	1,418	2,000
TOTAL COMPENSATION	41	18,400	21,669	21,216	24,430
AGE	41	35	41	42	47
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	41	7	12	10	17
YEARS IN POSITION	40	2	5	5	8
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	37	15	30	26	38
ASSET SIZE (MILLIONS)	41	$42.7	$45.2	$45.0	$48.8

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$11,800	$14,114	$13,800	$15,400
BONUS	12	410	1,109	851	1,413
TOTAL COMPENSATION	19	12,500	14,814	14,474	16,550
AGE	19	30	42	41	55
YEARS OF EDUCATION	19	12	13	13	14
YEARS WITH PRESENT BANK	19	7	14	9	24
YEARS IN POSITION	19	2	4	3	4
REPORTING LEVEL	19	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	15	1	12	10	17
ASSET SIZE (MILLIONS)	19	$44.6	$45.3	$45.0	$49.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$16,550	$20,212	$19,875	$24,000
BONUS	8	259	1,744	1,575	3,073
TOTAL COMPENSATION	12	17,538	21,375	19,925	25,526
AGE	11	37	43	43	47
YEARS OF EDUCATION	12	13	15	16	16
YEARS WITH PRESENT BANK	12	2	9	5	14
YEARS IN POSITION	12	2	4	3	5
REPORTING LEVEL	12	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	11	1	2	2	3
ASSET SIZE (MILLIONS)	12	$42.6	$45.0	$45.3	$46.9

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $50 TO $99 MILLION

Of the 431 banks submitting data for the South-Atlantic region, 57 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Bond Department Manager
Top Correspondent Bank Officer
Top International Banking Officer
Officer Trainee (Master's Degree)
Personal Banking Manager
Portfolio Manager
Training Director

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	57	$41,180	$47,898	$45,468	$53,788
BONUS	25	2,428	6,429	4,364	10,666
TOTAL COMPENSATION	57	41,880	50,718	49,717	55,641
AGE	56	44	52	52	60
YEARS OF EDUCATION	54	15	15	16	16
YEARS WITH PRESENT BANK	56	7	16	14	24
YEARS IN POSITION	54	4	8	6	10
REPORTING LEVEL	57	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	52	81	99	96	123
ASSET SIZE (MILLIONS)	57	$60.7	$72.2	$70.0	$84.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$27,975	$33,258	$32,350	$35,000
BONUS	22	1,905	4,112	3,480	5,627
TOTAL COMPENSATION	46	29,531	35,225	33,000	39,647
AGE	45	42	48	46	54
YEARS OF EDUCATION	43	13	15	16	16
YEARS WITH PRESENT BANK	44	7	15	14	21
YEARS IN POSITION	42	3	6	4	7
REPORTING LEVEL	44	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	39	16	63	65	89
ASSET SIZE (MILLIONS)	46	$59.7	$71.1	$67.2	$83.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$18,650	$24,480	$24,000	$30,425
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	20,707	25,678	24,000	32,420
AGE	9	33	39	36	45
YEARS OF EDUCATION	9	12	15	16	17
YEARS WITH PRESENT BANK	9	8	12	8	15
YEARS IN POSITION	9	2	4	2	7
REPORTING LEVEL	9	4	3	2	2
TOTAL EMPLOYEES SUPERVISED	8	28	49	54	68
ASSET SIZE (MILLIONS)	9	$71.0	$79.8	$79.7	$90.7

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$15,510	$17,601	$16,200	$19,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	15,510	18,092	16,200	20,654
AGE	7	33	41	38	51
YEARS OF EDUCATION	5	13	14	14	16
YEARS WITH PRESENT BANK	7	3	7	4	8
YEARS IN POSITION	6	3	4	4	6
REPORTING LEVEL	7	3	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$62.5	$76.9	$69.0	$93.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$19.375	$25.516	$25.080	$31.875
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	21.733	27.849	25.830	34.975
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$66.1	$81.2	$89.9	$92.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$20.500	$24.531	$24.000	$28.000
BONUS	5	609	1.924	1.240	3.582
TOTAL COMPENSATION	15	21.000	25.172	24.000	28.000
AGE	13	34	42	39	49
YEARS OF EDUCATION	12	14	15	16	17
YEARS WITH PRESENT BANK	13	7	12	10	16
YEARS IN POSITION	12	2	4	4	6
REPORTING LEVEL	14	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	22	32	37	44
ASSET SIZE (MILLIONS)	15	$60.3	$74.9	$76.2	$88.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$12,500	$21,497	$21,396	$25,080
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	14,300	22,663	21,396	25,830
AGE	6	32	44	46	55
YEARS OF EDUCATION	6	12	14	13	16
YEARS WITH PRESENT BANK	6	6	12	10	19
YEARS IN POSITION	6	2	4	5	6
REPORTING LEVEL	6	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	5	22	10	30
ASSET SIZE (MILLIONS)	7	$58.0	$74.7	$70.2	$93.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$15,500	$18,061	$17,700	$20,330
BONUS	5	575	1,873	2,400	2,907
TOTAL COMPENSATION	19	16,000	18,554	17,750	20,330
AGE	18	31	39	37	47
YEARS OF EDUCATION	18	12	14	15	16
YEARS WITH PRESENT BANK	18	4	10	9	12
YEARS IN POSITION	18	2	4	3	4
REPORTING LEVEL	17	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	18	7	10	10	13
ASSET SIZE (MILLIONS)	19	$60.3	$75.7	$79.7	$88.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$12,950	$14,661	$14,225	$16,275
BONUS	13	863	1,258	1,147	1,775
TOTAL COMPENSATION	42	13,100	15,050	14,483	17,000
AGE	41	30	37	34	40
YEARS OF EDUCATION	39	12	14	14	16
YEARS WITH PRESENT BANK	41	5	9	7	11
YEARS IN POSITION	38	2	3	2	3
REPORTING LEVEL	39	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	39	4	5	5	6
ASSET SIZE (MILLIONS)	42	$60.9	$73.6	$71.9	$86.1

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$17,500	$22,821	$22,200	$29,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	17,500	23,082	24,028	29,500
AGE	7	39	47	43	59
YEARS OF EDUCATION	6	14	16	16	16
YEARS WITH PRESENT BANK	7	3	9	4	9
YEARS IN POSITION	7	2	7	3	4
REPORTING LEVEL	7	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	6	1	2	2	4
ASSET SIZE (MILLIONS)	7	$71.9	$81.7	$86.0	$89.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$11,450	$14,113	$13,620	$17,022
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	12,382	14,485	13,620	17,022
AGE	5	38	45	43	55
YEARS OF EDUCATION	5	12	14	14	16
YEARS WITH PRESENT BANK	5	2	8	3	17
YEARS IN POSITION	5	1	2	2	4
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$78.6	$84.8	$85.0	$91.1

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$10,341	$13,291	$12,974	$16,188
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	11,051	13,664	13,314	16,208
AGE	14	30	38	34	46
YEARS OF EDUCATION	14	14	15	16	16
YEARS WITH PRESENT BANK	14	5	11	6	13
YEARS IN POSITION	14	1	3	3	3
REPORTING LEVEL	13	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	5	3	7
ASSET SIZE (MILLIONS)	14	$68.7	$78.8	$81.3	$87.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$19,500	$25,002	$24,000	$28,890
BONUS	7	634	2,250	2,240	4,604
TOTAL COMPENSATION	23	19,800	25,687	25,000	32,000
AGE	23	35	42	40	47
YEARS OF EDUCATION	21	13	15	16	17
YEARS WITH PRESENT BANK	23	6	11	10	14
YEARS IN POSITION	22	2	4	4	5
REPORTING LEVEL	23	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	22	4	9	7	13
ASSET SIZE (MILLIONS)	23	$69.0	$76.2	$75.0	$86.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$16,200	$21,340	$20,500	$25,600
BONUS	12	937	2,852	2,141	3,400
TOTAL COMPENSATION	35	17,200	22,318	22,164	26,000
AGE	34	34	41	39	48
YEARS OF EDUCATION	32	13	14	15	16
YEARS WITH PRESENT BANK	34	3	9	7	13
YEARS IN POSITION	33	2	4	3	5
REPORTING LEVEL	34	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	24	1	5	4	7
ASSET SIZE (MILLIONS)	35	$65.0	$77.6	$77.4	$89.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$14,024	$14,083	$14,900	$15,745
BONUS	6	460	866	602	1,549
TOTAL COMPENSATION	16	14,279	14,408	14,950	16,237
AGE	16	30	34	34	37
YEARS OF EDUCATION	15	12	15	16	16
YEARS WITH PRESENT BANK	16	4	7	6	10
YEARS IN POSITION	16	1	3	2	3
REPORTING LEVEL	15	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	7	1	3	2	6
ASSET SIZE (MILLIONS)	16	$67.7	$80.0	$84.5	$91.7

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$15,600	$19,951	$21,096	$23,900
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	15,600	20,971	21,096	26,038
AGE	8	33	38	35	41
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	8	4	10	10	13
YEARS IN POSITION	8	2	4	3	7
REPORTING LEVEL	8	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	7	7	14	11	18
ASSET SIZE (MILLIONS)	8	$68.6	$80.7	$85.5	$91.9

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	33	$22,100	$26,581	$26,200	$31,711
BONUS	13	1,790	3,732	3,400	4,958
TOTAL COMPENSATION	33	22,500	28,051	27,775	32,850
AGE	33	37	44	43	51
YEARS OF EDUCATION	31	14	15	16	16
YEARS WITH PRESENT BANK	33	6	13	10	17
YEARS IN POSITION	31	2	5	4	6
REPORTING LEVEL	32	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	30	4	21	6	37
ASSET SIZE (MILLIONS)	33	$62.0	$74.0	$72.0	$87.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$9,915	$11,440	$11,000	$13,323
BONUS	8	224	494	494	776
TOTAL COMPENSATION	28	9,936	11,581	11,000	13,696
AGE	28	29	38	32	46
YEARS OF EDUCATION	27	12	13	13	14
YEARS WITH PRESENT BANK	28	2	4	3	4
YEARS IN POSITION	27	1	3	2	3
REPORTING LEVEL	27	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	20	1	3	3	4
ASSET SIZE (MILLIONS)	28	$62.7	$76.7	$81.3	$88.9

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$18,000	$20,778	$20,800	$24,500
BONUS	20	896	2,466	1,789	2,875
TOTAL COMPENSATION	51	18,200	21,745	20,800	25,000
AGE	51	37	43	42	48
YEARS OF EDUCATION	48	12	14	13	16
YEARS WITH PRESENT BANK	51	6	11	10	16
YEARS IN POSITION	48	2	5	4	7
REPORTING LEVEL	49	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	47	5	9	7	12
ASSET SIZE (MILLIONS)	51	$61.1	$72.2	$70.0	$85.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$12,650	$14,676	$14,600	$16,502
BONUS	17	623	1,132	1,150	1,587
TOTAL COMPENSATION	45	12,880	15,104	14,791	17,413
AGE	45	31	38	35	45
YEARS OF EDUCATION	44	12	14	13	16
YEARS WITH PRESENT BANK	45	5	10	9	13
YEARS IN POSITION	43	2	4	4	6
REPORTING LEVEL	45	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	29	3	8	7	10
ASSET SIZE (MILLIONS)	45	$62.2	$73.9	$72.0	$87.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$12,563	$15,777	$14,919	$18,075
BONUS	19	574	1,054	940	1,400
TOTAL COMPENSATION	42	12,823	16,254	15,506	18,560
AGE	41	32	38	37	43
YEARS OF EDUCATION	38	13	14	15	16
YEARS WITH PRESENT BANK	41	4	8	7	12
YEARS IN POSITION	39	2	4	3	7
REPORTING LEVEL	38	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	23	1	7	1	2
ASSET SIZE (MILLIONS)	42	$61.7	$71.8	$69.3	$83.7

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$17,800	$23,284	$23,250	$29,050
BONUS	6	1,641	2,240	2,368	2,955
TOTAL COMPENSATION	12	19,197	24,404	24,633	31,650
AGE	11	42	46	46	55
YEARS OF EDUCATION	11	12	14	12	16
YEARS WITH PRESENT BANK	11	4	12	7	18
YEARS IN POSITION	11	3	4	3	5
REPORTING LEVEL	12	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	3	10	8	15
ASSET SIZE (MILLIONS)	12	$62.1	$80.0	$85.3	$91.9

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$14,125	$18,033	$15,897	$20,350
BONUS	8	667	1,322	1,487	1,966
TOTAL COMPENSATION	20	15,235	18,561	16,385	20,775
AGE	20	32	40	38	46
YEARS OF EDUCATION	19	12	14	14	16
YEARS WITH PRESENT BANK	20	3	9	9	14
YEARS IN POSITION	20	2	4	2	5
REPORTING LEVEL	19	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	17	1	2	1	2
ASSET SIZE (MILLIONS)	20	$70.0	$78.8	$81.3	$88.9

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$15,900	$21,231	$21,980	$24,603
BONUS	8	861	2,074	2,214	3,225
TOTAL COMPENSATION	22	15,900	21,985	22,200	26,777
AGE	21	33	42	46	50
YEARS OF EDUCATION	20	12	14	14	16
YEARS WITH PRESENT BANK	21	8	14	14	22
YEARS IN POSITION	20	2	5	4	5
REPORTING LEVEL	20	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	18	2	5	3	5
ASSET SIZE (MILLIONS)	22	$59.9	$72.5	$70.8	$89.4

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$13,850	$17,374	$17,250	$19,994
BONUS	8	621	1,245	1,108	1,969
TOTAL COMPENSATION	13	15,424	18,140	17,840	20,388
AGE	13	35	40	39	45
YEARS OF EDUCATION	13	12	14	14	16
YEARS WITH PRESENT BANK	13	3	10	9	17
YEARS IN POSITION	13	2	4	3	5
REPORTING LEVEL	13	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	1	2	1	2
ASSET SIZE (MILLIONS)	13	$59.7	$74.4	$67.0	$93.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$10,950	$13,530	$13,090	$16,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	10,950	14,068	13,090	17,973
AGE	5	27	33	30	41
YEARS OF EDUCATION	5	12	14	14	16
YEARS WITH PRESENT BANK	5	3	6	6	9
YEARS IN POSITION	5	2	3	2	4
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$61.5	$75.0	$73.5	$90.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$10,845	$12,769	$12,800	$14,100
BONUS	6	300	762	775	1,176
TOTAL COMPENSATION	17	10,900	13,038	13,300	14,142
AGE	17	35	46	48	57
YEARS OF EDUCATION	16	12	12	12	12
YEARS WITH PRESENT BANK	17	11	16	17	21
YEARS IN POSITION	16	1	4	2	6
REPORTING LEVEL	17	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	14	4	9	5	15
ASSET SIZE (MILLIONS)	17	$68.5	$75.9	$75.0	$86.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$9,150	$10,365	$10,500	$11,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	9,270	10,521	10,500	11,306
AGE	12	24	27	27	30
YEARS OF EDUCATION	12	16	16	16	16
YEARS WITH PRESENT BANK	13	2	3	2	3
YEARS IN POSITION	13	1	2	2	2
REPORTING LEVEL	13	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	13	$66.3	$80.6	$84.0	$90.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$17,575	$22,178	$21,868	$25,170
BONUS	17	956	2,040	2,042	2,940
TOTAL COMPENSATION	42	17,575	23,003	23,110	27,050
AGE	41	37	43	40	49
YEARS OF EDUCATION	39	12	14	14	16
YEARS WITH PRESENT BANK	41	6	14	12	21
YEARS IN POSITION	39	2	4	4	6
REPORTING LEVEL	40	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	37	18	37	30	43
ASSET SIZE (MILLIONS)	42	$60.8	$72.5	$71.1	$84.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$10,864	$13,087	$12,650	$15,741
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	11,374	14,004	13,790	16,570
AGE	6	31	49	54	61
YEARS OF EDUCATION	6	12	13	12	13
YEARS WITH PRESENT BANK	6	11	17	18	22
YEARS IN POSITION	6	3	5	4	7
REPORTING LEVEL	6	6	5	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$54.7	$78.6	$82.5	$98.9

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$13,000	$17,406	$15,150	$20,160
BONUS	11	500	1,563	807	3,000
TOTAL COMPENSATION	36	13,100	17,883	15,240	20,160
AGE	35	36	44	42	55
YEARS OF EDUCATION	35	12	13	13	14
YEARS WITH PRESENT BANK	35	5	12	7	19
YEARS IN POSITION	35	2	4	3	5
REPORTING LEVEL	34	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	29	1	13	2	4
ASSET SIZE (MILLIONS)	36	$61.3	$76.9	$76.7	$89.7

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$13,412	$15,877	$16,000	$18,632
BONUS	8	410	1,170	1,328	1,775
TOTAL COMPENSATION	13	13,790	16,597	16,000	19,695
AGE	13	32	46	46	58
YEARS OF EDUCATION	11	12	14	14	16
YEARS WITH PRESENT BANK	13	6	16	10	22
YEARS IN POSITION	11	1	3	2	3
REPORTING LEVEL	13	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	10	1	8	4	7
ASSET SIZE (MILLIONS)	13	$61.0	$74.3	$65.0	$91.4

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$22.116	$26.687	$25.740	$30.834
BONUS	12	1.113	2.209	1.406	3.555
TOTAL COMPENSATION	32	22.116	27.515	26.750	31.979
AGE	32	37	45	44	52
YEARS OF EDUCATION	30	16	16	16	16
YEARS WITH PRESENT BANK	32	4	10	9	13
YEARS IN POSITION	30	3	6	5	8
REPORTING LEVEL	30	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	31	3	4	3	5
ASSET SIZE (MILLIONS)	32	$62.8	$73.8	$72.6	$87.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $ 50 TO $ 99 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$12.118	$15.183	$13.022	$18.129
BONUS	5	1.001	1.578	1.863	2.013
TOTAL COMPENSATION	16	12.516	15.676	13.720	19.629
AGE	16	36	43	44	50
YEARS OF EDUCATION	15	12	14	13	15
YEARS WITH PRESENT BANK	16	7	13	9	17
YEARS IN POSITION	16	2	4	4	6
REPORTING LEVEL	15	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	16	1	3	3	4
ASSET SIZE (MILLIONS)	16	$61.0	$76.7	$80.2	$91.4

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $100 TO $249 MILLION

Of the 431 banks submitting data for the South-Atlantic region, 52 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Bond Department Manager
Top International Banking Officer
Officer Trainee (Master's Degree)
Training Director

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$52,150	$59,182	$60,000	$64,934
BONUS	28	4,433	9,137	8,049	12,373
TOTAL COMPENSATION	52	55,780	64,102	63,000	70,000
AGE	51	46	51	51	54
YEARS OF EDUCATION	50	16	16	16	17
YEARS WITH PRESENT BANK	52	7	16	12	21
YEARS IN POSITION	51	4	7	6	9
REPORTING LEVEL	52	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	50	127	175	171	230
ASSET SIZE (MILLIONS)	52	$110.5	$144.6	$135.5	$163.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$35,100	$42,616	$44,000	$48,278
BONUS	26	2,538	5,112	4,219	5,375
TOTAL COMPENSATION	47	38,000	45,444	47,000	51,500
AGE	47	41	49	49	57
YEARS OF EDUCATION	45	14	15	16	16
YEARS WITH PRESENT BANK	47	7	16	12	23
YEARS IN POSITION	46	3	6	4	8
REPORTING LEVEL	45	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	43	40	124	121	179
ASSET SIZE (MILLIONS)	47	$110.0	$145.8	$137.0	$164.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$23,604	$27,898	$26,741	$31,950
BONUS	10	1,490	2,907	2,308	2,800
TOTAL COMPENSATION	14	24,675	29,975	27,613	34,050
AGE	13	38	44	45	52
YEARS OF EDUCATION	13	12	15	16	16
YEARS WITH PRESENT BANK	14	6	14	8	24
YEARS IN POSITION	12	2	6	4	8
REPORTING LEVEL	14	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	13	7	55	17	111
ASSET SIZE (MILLIONS)	14	$108.7	$124.4	$113.5	$139.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$12,350	$15,020	$13,200	$18,240
BONUS	5	950	1,102	1,100	1,255
TOTAL COMPENSATION	9	12,800	15,632	14,410	18,390
AGE	7	35	39	36	40
YEARS OF EDUCATION	9	15	15	16	16
YEARS WITH PRESENT BANK	9	2	5	3	9
YEARS IN POSITION	9	2	3	3	5
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	1	1	1	1
ASSET SIZE (MILLIONS)	9	$130.2	$157.9	$147.0	$193.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$17,350	$27,855	$27,430	$38,958
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	17,733	28,316	28,430	38,958
AGE	12	35	45	47	53
YEARS OF EDUCATION	12	12	15	15	16
YEARS WITH PRESENT BANK	12	7	17	11	29
YEARS IN POSITION	12	2	5	4	8
REPORTING LEVEL	10	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	2	13	3	4
ASSET SIZE (MILLIONS)	12	$115.7	$150.4	$147.0	$162.8

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$23,500	$26,877	$26,000	$33,000
BONUS	5	1,346	2,210	2,000	3,180
TOTAL COMPENSATION	15	23,500	27,614	29,100	33,000
AGE	15	41	46	46	50
YEARS OF EDUCATION	15	12	14	15	16
YEARS WITH PRESENT BANK	15	6	15	16	24
YEARS IN POSITION	15	1	3	2	5
REPORTING LEVEL	15	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	34	75	63	130
ASSET SIZE (MILLIONS)	15	$123.3	$158.1	$150.0	$183.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$18,700	$25,874	$26,184	$31,325
BONUS	5	1,023	1,658	1,657	2,294
TOTAL COMPENSATION	12	19,053	26,565	27,424	31,397
AGE	12	32	43	47	54
YEARS OF EDUCATION	12	15	16	16	16
YEARS WITH PRESENT BANK	12	3	9	7	12
YEARS IN POSITION	12	2	3	2	4
REPORTING LEVEL	11	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	12	15	36	37	55
ASSET SIZE (MILLIONS)	12	$107.5	$157.1	$143.5	$204.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	33	$17,726	$21,532	$20,600	$25,690
BONUS	10	738	1,556	1,314	2,433
TOTAL COMPENSATION	33	18,400	22,003	21,000	26,150
AGE	33	34	41	40	48
YEARS OF EDUCATION	33	13	15	16	16
YEARS WITH PRESENT BANK	33	6	11	9	14
YEARS IN POSITION	33	2	5	3	7
REPORTING LEVEL	31	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	32	10	17	17	23
ASSET SIZE (MILLIONS)	33	$109.9	$152.7	$144.5	$192.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$15,125	$17,057	$16,465	$19,300
BONUS	17	610	1,166	1,100	1,666
TOTAL COMPENSATION	40	15,680	17,553	17,277	19,883
AGE	39	32	39	38	44
YEARS OF EDUCATION	38	12	14	14	16
YEARS WITH PRESENT BANK	39	5	10	8	13
YEARS IN POSITION	38	2	3	3	5
REPORTING LEVEL	37	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	38	5	7	7	8
ASSET SIZE (MILLIONS)	40	$112.0	$143.9	$137.0	$161.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$18,125	$22,006	$23,500	$24,813
BONUS	6	355	887	592	1,375
TOTAL COMPENSATION	12	18,125	22,450	23,811	25,355
AGE	9	33	44	42	51
YEARS OF EDUCATION	12	14	15	16	16
YEARS WITH PRESENT BANK	12	3	7	7	10
YEARS IN POSITION	12	1	4	3	6
REPORTING LEVEL	11	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	1	2	2	2
ASSET SIZE (MILLIONS)	12	$115.8	$161.9	$148.5	$216.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$13,500	$17,637	$19,070	$20,500
BONUS	7	503	1,231	1,260	1,800
TOTAL COMPENSATION	15	14,003	18,212	19,070	22,300
AGE	15	32	45	44	60
YEARS OF EDUCATION	15	12	14	14	16
YEARS WITH PRESENT BANK	15	3	13	9	17
YEARS IN POSITION	14	2	4	3	5
REPORTING LEVEL	15	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	1	15	1	36
ASSET SIZE (MILLIONS)	15	$132.7	$160.6	$147.0	$205.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$15,000	$18,013	$16,500	$20,000
BONUS	5	755	1,144	1,100	1,[illegible]
TOTAL COMPENSATION	15	15,975	18,395	16,500	20,000
AGE	14	32	40	36	48
YEARS OF EDUCATION	14	16	16	16	16
YEARS WITH PRESENT BANK	15	2	8	6	8
YEARS IN POSITION	15	2	3	2	3
REPORTING LEVEL	15	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	13	2	5	3	9
ASSET SIZE (MILLIONS)	15	$144.5	$176.6	$183.0	$217.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$24,500	$27,768	$28,714	$31,650
BONUS	20	2,022	2,718	2,459	3,207
TOTAL COMPENSATION	45	25,650	28,976	29,000	33,955
AGE	45	36	43	40	49
YEARS OF EDUCATION	44	15	15	16	16
YEARS WITH PRESENT BANK	45	4	11	8	14
YEARS IN POSITION	44	2	5	4	7
REPORTING LEVEL	43	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	44	5	13	12	18
ASSET SIZE (MILLIONS)	45	$112.0	$147.1	$140.0	$164.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,525	$21,860	$21,795	$25,475
BONUS	18	1,174	1,831	1,650	2,529
TOTAL COMPENSATION	40	18,040	22,684	22,849	25,575
AGE	40	32	42	40	48
YEARS OF EDUCATION	39	13	15	16	16
YEARS WITH PRESENT BANK	40	5	12	9	16
YEARS IN POSITION	39	2	6	4	6
REPORTING LEVEL	38	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	25	1	5	2	8
ASSET SIZE (MILLIONS)	40	$109.9	$142.7	$132.2	$157.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$14,300	$16,290	$16,850	$18,100
BONUS	12	287	1,180	1,415	1,705
TOTAL COMPENSATION	25	15,565	16,856	17,125	18,206
AGE	25	30	36	33	36
YEARS OF EDUCATION	24	16	16	16	16
YEARS WITH PRESENT BANK	25	2	5	5	7
YEARS IN POSITION	24	1	2	2	3
REPORTING LEVEL	23	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	12	1	2	1	4
ASSET SIZE (MILLIONS)	25	$108.0	$151.2	$144.5	$192.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$17,232	$22,012	$21,800	$26,705
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	17,232	23,825	21,800	29,157
AGE	6	34	47	46	60
YEARS OF EDUCATION	6	16	16	16	16
YEARS WITH PRESENT BANK	6	4	11	9	15
YEARS IN POSITION	6	3	4	3	5
REPORTING LEVEL	5	4	3	4	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$137.7	$179.0	$184.0	$213.4

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$17,750	$23,368	$24,000	$30,000
BONUS	9	1,021	1,995	1,650	2,815
TOTAL COMPENSATION	21	17,750	24,223	24,000	31,250
AGE	21	34	41	39	45
YEARS OF EDUCATION	20	12	14	14	16
YEARS WITH PRESENT BANK	21	5	10	9	12
YEARS IN POSITION	20	2	5	5	7
REPORTING LEVEL	21	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	20	9	18	13	21
ASSET SIZE (MILLIONS)	21	$120.5	$142.6	$144.5	$155.7

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$23,000	$29,157	$29,600	$35,690
BONUS	18	999	2,943	2,312	3,658
TOTAL COMPENSATION	39	23,640	30,516	29,700	38,000
AGE	39	35	44	43	52
YEARS OF EDUCATION	38	14	15	16	16
YEARS WITH PRESENT BANK	39	6	13	10	20
YEARS IN POSITION	38	2	5	4	7
REPORTING LEVEL	37	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	37	4	37	9	45
ASSET SIZE (MILLIONS)	39	$110.0	$145.6	$140.0	$164.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$11,400	$13,528	$13,500	$15,900
BONUS	15	485	868	985	1,232
TOTAL COMPENSATION	35	11,600	13,900	14,402	15,900
AGE	35	32	41	36	48
YEARS OF EDUCATION	34	12	14	14	14
YEARS WITH PRESENT BANK	34	3	6	6	8
YEARS IN POSITION	34	2	3	3	4
REPORTING LEVEL	32	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	30	2	4	3	5
ASSET SIZE (MILLIONS)	35	$112.0	$146.1	$137.0	$165.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$21,200	$25,012	$24,691	$27,000
BONUS	20	1,323	3,327	1,979	2,598
TOTAL COMPENSATION	46	21,712	26,459	25,469	29,700
AGE	46	38	45	45	52
YEARS OF EDUCATION	45	12	14	13	16
YEARS WITH PRESENT BANK	46	7	13	10	16
YEARS IN POSITION	44	3	7	5	10
REPORTING LEVEL	44	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	44	6	15	13	20
ASSET SIZE (MILLIONS)	46	$109.0	$143.1	$135.1	$162.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$13,569	$16,231	$15,220	$19,300
BONUS	19	546	1,156	1,200	1,683
TOTAL COMPENSATION	44	13,778	16,730	15,573	19,475
AGE	44	32	39	35	45
YEARS OF EDUCATION	43	12	14	14	15
YEARS WITH PRESENT BANK	44	5	11	8	12
YEARS IN POSITION	43	2	5	3	6
REPORTING LEVEL	42	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	3	7	6	12
ASSET SIZE (MILLIONS)	44	$110.5	$143.2	$133.7	$157.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$16,625	$18,900	$19,055	$22,600
BONUS	18	901	1,486	1,619	2,000
TOTAL COMPENSATION	40	16,625	19,569	20,000	22,825
AGE	40	33	40	39	48
YEARS OF EDUCATION	39	13	15	15	16
YEARS WITH PRESENT BANK	40	3	8	6	11
YEARS IN POSITION	38	2	4	4	6
REPORTING LEVEL	37	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	37	1	6	2	3
ASSET SIZE (MILLIONS)	40	$110.5	$142.7	$135.5	$161.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$13,975	$19,819	$16,800	$26,975
BONUS	9	830	1,373	1,200	2,034
TOTAL COMPENSATION	16	13,975	20,591	18,784	27,725
AGE	15	34	49	55	58
YEARS OF EDUCATION	15	12	15	16	16
YEARS WITH PRESENT BANK	14	5	13	10	21
YEARS IN POSITION	15	2	4	4	6
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	5	4	7
ASSET SIZE (MILLIONS)	16	$104.2	$142.3	$140.3	$178.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$15,000	$19,913	$19,315	$25,000
BONUS	11	1,200	1,764	1,849	2,270
TOTAL COMPENSATION	27	15,310	20,632	21,115	25,000
AGE	27	32	40	37	46
YEARS OF EDUCATION	25	13	15	16	16
YEARS WITH PRESENT BANK	27	4	9	6	11
YEARS IN POSITION	26	2	4	3	5
REPORTING LEVEL	25	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	23	1	4	2	4
ASSET SIZE (MILLIONS)	27	$105.0	$145.6	$143.6	$165.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$19,677	$23,778	$24,000	$27,860
BONUS	14	961	2,142	2,075	2,525
TOTAL COMPENSATION	28	20,710	24,849	24,000	29,084
AGE	28	34	45	41	55
YEARS OF EDUCATION	27	13	15	16	16
YEARS WITH PRESENT BANK	28	4	11	8	13
YEARS IN POSITION	27	2	4	3	6
REPORTING LEVEL	28	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	27	3	5	3	6
ASSET SIZE (MILLIONS)	28	$114.2	$156.2	$148.5	$178.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$13,500	$16,950	$15,550	$20,489
BONUS	7	1,064	1,636	1,400	1,700
TOTAL COMPENSATION	14	14,520	17,768	16,687	20,864
AGE	13	33	44	41	55
YEARS OF EDUCATION	13	13	15	16	16
YEARS WITH PRESENT BANK	14	7	14	11	23
YEARS IN POSITION	13	2	4	3	5
REPORTING LEVEL	13	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	9	1	2	2	4
ASSET SIZE (MILLIONS)	14	$124.0	$151.8	$143.5	$169.9

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$10,200	$12,285	$12,000	$14,200
BONUS	6	495	1,088	810	1,909
TOTAL COMPENSATION	11	11,100	12,878	12,000	15,500
AGE	11	32	43	38	55
YEARS OF EDUCATION	11	12	13	12	14
YEARS WITH PRESENT BANK	11	5	13	16	19
YEARS IN POSITION	11	2	4	2	3
REPORTING LEVEL	11	5	4	5	3
TOTAL EMPLOYEES SUPERVISED	5	2	3	3	5
ASSET SIZE (MILLIONS)	11	$115.0	$146.4	$147.0	$164.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$11,500	$13,770	$12,519	$14,814
BONUS	13	742	1,394	1,100	1,670
TOTAL COMPENSATION	25	11,700	14,495	13,200	15,237
AGE	25	38	47	48	54
YEARS OF EDUCATION	24	12	13	12	13
YEARS WITH PRESENT BANK	25	6	14	12	21
YEARS IN POSITION	24	2	4	4	5
REPORTING LEVEL	23	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	20	3	11	6	15
ASSET SIZE (MILLIONS)	25	$107.0	$139.6	$127.1	$154.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$9,375	$10,461	$9,808	$11,315
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	9,375	10,480	9,871	11,415
AGE	12	24	26	25	28
YEARS OF EDUCATION	13	16	16	16	16
YEARS WITH PRESENT BANK	13	2	2	2	2
YEARS IN POSITION	13	2	2	2	2
REPORTING LEVEL	12	5	5	5	4
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	14	$126.1	$167.2	$151.7	$213.9

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$21,384	$26,265	$25,000	$30,200
BONUS	20	1,104	2,748	2,209	3,267
TOTAL COMPENSATION	47	22,000	27,434	26,180	32,000
AGE	47	37	43	42	51
YEARS OF EDUCATION	46	13	14	14	16
YEARS WITH PRESENT BANK	47	7	13	11	17
YEARS IN POSITION	47	2	4	3	6
REPORTING LEVEL	44	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	42	71	62	98
ASSET SIZE (MILLIONS)	47	$112.0	$146.7	$140.0	$165.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$17,950	$20,045	$19,630	$20,375
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	18,756	20,295	19,775	20,525
AGE	8	34	48	48	62
YEARS OF EDUCATION	8	13	14	14	16
YEARS WITH PRESENT BANK	8	2	14	12	19
YEARS IN POSITION	8	2	4	2	7
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	10	23	14	39
ASSET SIZE (MILLIONS)	8	$108.4	$138.0	$132.2	$149.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$12,000	$16,531	$15,000	$20,000
BONUS	6	293	818	573	1,423
TOTAL COMPENSATION	15	12,000	16,859	15,000	20,200
AGE	14	35	44	45	54
YEARS OF EDUCATION	14	12	14	14	16
YEARS WITH PRESENT BANK	14	7	11	10	14
YEARS IN POSITION	14	1	3	2	3
REPORTING LEVEL	14	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	11	29	18	31
ASSET SIZE (MILLIONS)	15	$112.0	$136.4	$131.6	$150.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$15,006	$19,329	$18,060	$23,222
BONUS	17	853	1,359	1,150	1,913
TOTAL COMPENSATION	44	15,232	19,854	18,310	24,155
AGE	44	37	45	46	53
YEARS OF EDUCATION	43	12	14	14	16
YEARS WITH PRESENT BANK	44	3	11	9	16
YEARS IN POSITION	43	3	5	3	5
REPORTING LEVEL	42	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	40	2	25	3	6
ASSET SIZE (MILLIONS)	44	$110.5	$148.8	$143.1	$168.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$13,000	$23,594	$18,000	$29,000
BONUS	5	1,181	2,267	1,900	3,536
TOTAL COMPENSATION	7	13,000	25,213	19,900	30,000
AGE	7	38	49	46	58
YEARS OF EDUCATION	7	14	16	16	17
YEARS WITH PRESENT BANK	7	2	11	8	25
YEARS IN POSITION	6	2	3	3	5
REPORTING LEVEL	7	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	2	39	2	96
ASSET SIZE (MILLIONS)	7	$115.1	$155.3	$156.5	$185.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$13,625	$17,926	$16,796	$20,905
BONUS	8	601	1,327	1,421	1,813
TOTAL COMPENSATION	16	14,000	18,589	17,653	20,905
AGE	16	39	49	51	58
YEARS OF EDUCATION	16	12	14	14	16
YEARS WITH PRESENT BANK	16	5	12	9	22
YEARS IN POSITION	16	3	5	4	6
REPORTING LEVEL	15	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	12	2	10	7	16
ASSET SIZE (MILLIONS)	16	$110.4	$140.8	$121.1	$178.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$29,000	$32,998	$31,000	$38,500
BONUS	18	1,437	2,695	2,735	4,226
TOTAL COMPENSATION	39	29,900	34,242	32,500	39,000
AGE	38	43	50	51	57
YEARS OF EDUCATION	37	16	16	16	18
YEARS WITH PRESENT BANK	37	4	12	8	18
YEARS IN POSITION	36	3	7	6	9
REPORTING LEVEL	37	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	38	4	10	9	12
ASSET SIZE (MILLIONS)	39	$114.0	$144.0	$134.1	$158.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$13,170	$16,866	$15,000	$19,436
BONUS	16	400	1,205	1,100	1,740
TOTAL COMPENSATION	36	13,594	17,402	15,157	20,732
AGE	35	32	42	38	51
YEARS OF EDUCATION	34	12	14	15	16
YEARS WITH PRESENT BANK	35	4	10	8	15
YEARS IN POSITION	33	2	4	3	5
REPORTING LEVEL	34	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	3	6	5	8
ASSET SIZE (MILLIONS)	36	$112.5	$144.4	$137.9	$163.2

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $250 TO $499 MILLION

Of the 431 banks submitting data for the South-Atlantic region, 17 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Advertising Officer
Bond Department Manager
Top International Banking Officer
Officer Trainee (Master's Degree)
Personal Banking Manager
Personal Banking Officer
Portfolio Manager

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$62,500	$74,633	$80,000	$84,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	17	63,400	78,328	80,000	91,175
AGE	15	45	52	54	57
YEARS OF EDUCATION	16	16	17	16	18
YEARS WITH PRESENT BANK	16	7	16	17	22
YEARS IN POSITION	16	2	6	5	8
REPORTING LEVEL	17	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	16	351	430	413	578
ASSET SIZE (MILLIONS)	17	$270.4	$330.6	$344.3	$377.8

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$45,901	$53,320	$58,249	$59,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	45,901	56,973	58,500	63,920
AGE	11	41	48	48	54
YEARS OF EDUCATION	12	16	16	16	17
YEARS WITH PRESENT BANK	12	5	13	10	19
YEARS IN POSITION	12	2	5	4	7
REPORTING LEVEL	12	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	11	244	343	330	400
ASSET SIZE (MILLIONS)	13	$270.4	$331.0	$344.3	$377.8

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$32,125	$37,033	$38,600	$40,875
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	33,000	37,892	38,850	41,738
AGE	6	38	49	51	59
YEARS OF EDUCATION	6	15	16	17	18
YEARS WITH PRESENT BANK	6	4	13	5	28
YEARS IN POSITION	6	2	3	3	4
REPORTING LEVEL	6	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	20	85	66	133
ASSET SIZE (MILLIONS)	6	$253.7	$299.5	$275.2	$369.8

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$24,950	$32,657	$33,830	$39,725
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	25,950	35,453	37,380	39,875
AGE	7	37	46	45	53
YEARS OF EDUCATION	8	16	17	17	19
YEARS WITH PRESENT BANK	8	5	15	13	24
YEARS IN POSITION	8	2	6	6	8
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	1	8	3	14
ASSET SIZE (MILLIONS)	8	$257.1	$321.3	$332.1	$366.8

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$28,800	$33,618	$31,395	$38,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	30,000	34,476	31,395	38,000
AGE	9	39	44	45	49
YEARS OF EDUCATION	10	16	16	16	16
YEARS WITH PRESENT BANK	10	4	9	8	17
YEARS IN POSITION	10	1	3	3	5
REPORTING LEVEL	10	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	106	168	169	256
ASSET SIZE (MILLIONS)	11	$254.6	$328.7	$344.3	$372.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$24,200	$28,173	$25,000	$31,499
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	24,200	29,400	25,000	36,000
AGE	9	43	46	46	51
YEARS OF EDUCATION	10	15	15	16	16
YEARS WITH PRESENT BANK	10	5	16	12	24
YEARS IN POSITION	10	3	7	3	10
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	10	28	49	45	75
ASSET SIZE (MILLIONS)	11	$283.3	$343.5	$360.0	$383.7

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$19,475	$22,642	$20,350	$24,071
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	19,630	23,630	20,350	24,388
AGE	12	34	43	43	54
YEARS OF EDUCATION	13	14	15	16	16
YEARS WITH PRESENT BANK	13	4	10	7	16
YEARS IN POSITION	13	1	4	2	4
REPORTING LEVEL	13	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	12	20	20	23
ASSET SIZE (MILLIONS)	14	$270.3	$334.2	$352.1	$374.9

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$14,825	$16,761	$16,075	$18,101
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	14,825	17,268	16,442	18,101
AGE	12	33	40	40	44
YEARS OF EDUCATION	13	13	14	14	16
YEARS WITH PRESENT BANK	13	5	9	9	13
YEARS IN POSITION	13	2	3	3	5
REPORTING LEVEL	13	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	13	6	7	7	8
ASSET SIZE (MILLIONS)	14	$270.3	$334.2	$352.1	$374.9

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$24,950	$30,700	$29,200	$34,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	24,950	34,175	29,626	39,500
AGE	5	34	40	38	46
YEARS OF EDUCATION	6	16	17	17	17
YEARS WITH PRESENT BANK	6	2	7	3	16
YEARS IN POSITION	6	1	4	3	6
REPORTING LEVEL	6	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	1	4	3	5
ASSET SIZE (MILLIONS)	6	$250.7	$313.9	$321.6	$369.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$18,188	$20,667	$20,875	$23,499
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	18,188	20,775	21,201	23,499
AGE	5	42	53	57	63
YEARS OF EDUCATION	5	14	15	16	16
YEARS WITH PRESENT BANK	5	10	17	16	25
YEARS IN POSITION	5	3	7	5	12
REPORTING LEVEL	5	4	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$329.0	$369.5	$371.8	$420.4

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$16,800	$19,833	$19,500	$21,025
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	16,800	20,081	19,500	21,502
AGE	11	31	43	44	51
YEARS OF EDUCATION	12	13	15	16	16
YEARS WITH PRESENT BANK	12	2	9	3	16
YEARS IN POSITION	12	1	3	2	5
REPORTING LEVEL	12	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	12	5	8	7	10
ASSET SIZE (MILLIONS)	12	$259.9	$327.0	$340.0	$371.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$29,385	$32,984	$32,865	$37,050
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	29,385	34,092	33,384	38,696
AGE	13	40	47	48	56
YEARS OF EDUCATION	14	14	16	16	17
YEARS WITH PRESENT BANK	14	4	13	8	20
YEARS IN POSITION	14	1	4	4	5
REPORTING LEVEL	14	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	14	7	29	12	26
ASSET SIZE (MILLIONS)	14	$263.1	$324.6	$332.1	$370.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$21,625	$24,009	$24,525	$26,325
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	21,625	24,286	24,750	26,762
AGE	15	36	43	41	48
YEARS OF EDUCATION	16	16	16	16	16
YEARS WITH PRESENT BANK	16	4	11	11	17
YEARS IN POSITION	16	2	3	3	4
REPORTING LEVEL	16	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	2	5	3	8
ASSET SIZE (MILLIONS)	16	$268.2	$327.3	$332.1	$371.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$13,035	$15,238	$14,250	$18,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	13,170	15,470	14,475	19,075
AGE	10	28	33	33	37
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	3	7	5	7
YEARS IN POSITION	10	1	2	1	2
REPORTING LEVEL	10	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	1	2	1	3
ASSET SIZE (MILLIONS)	10	$269.8	$319.9	$332.1	$369.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$25,150	$29,525	$27,124	$33,675
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	25,717	29,651	27,124	33,675
AGE	5	42	51	48	61
YEARS OF EDUCATION	6	15	16	16	17
YEARS WITH PRESENT BANK	6	11	22	17	40
YEARS IN POSITION	6	4	7	6	9
REPORTING LEVEL	6	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	6	1	9	4	17
ASSET SIZE (MILLIONS)	6	$268.6	$347.2	$365.0	$407.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$21,200	$26,408	$26,500	$32,689
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	21,870	27,316	26,750	32,689
AGE	10	33	40	41	45
YEARS OF EDUCATION	11	13	15	16	16
YEARS WITH PRESENT BANK	11	2	7	7	11
YEARS IN POSITION	11	1	4	2	4
REPORTING LEVEL	11	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	10	25	40	32	56
ASSET SIZE (MILLIONS)	12	$268.2	$315.9	$301.6	$371.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$29,000	$37,384	$34,930	$44,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	29,000	38,682	36,980	49,216
AGE	14	37	46	46	54
YEARS OF EDUCATION	15	16	16	16	18
YEARS WITH PRESENT BANK	15	5	13	8	20
YEARS IN POSITION	15	2	5	5	7
REPORTING LEVEL	14	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	8	101	15	150
ASSET SIZE (MILLIONS)	16	$275.0	$334.6	$352.1	$380.8

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$11,850	$15,277	$13,000	$16,875
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	11,850	15,747	13,348	17,239
AGE	12	32	40	37	45
YEARS OF EDUCATION	13	12	14	13	15
YEARS WITH PRESENT BANK	13	3	6	4	8
YEARS IN POSITION	13	1	2	2	3
REPORTING LEVEL	13	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	12	2	7	6	10
ASSET SIZE (MILLIONS)	13	$270.4	$321.9	$320.0	$370.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$22,200	$26,054	$25,000	$30,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	23,210	26,769	25,000	31,400
AGE	13	48	52	54	56
YEARS OF EDUCATION	14	13	15	16	16
YEARS WITH PRESENT BANK	14	8	13	13	21
YEARS IN POSITION	14	2	5	5	7
REPORTING LEVEL	14	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	10	22	25	30
ASSET SIZE (MILLIONS)	15	$274.8	$331.0	$344.3	$372.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$12,750	$15,542	$14,200	$19,763
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	12,990	15,703	14,450	19,763
AGE	13	34	41	38	50
YEARS OF EDUCATION	14	12	14	13	16
YEARS WITH PRESENT BANK	14	6	11	10	14
YEARS IN POSITION	14	2	4	3	5
REPORTING LEVEL	14	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	8	3	11	9	20
ASSET SIZE (MILLIONS)	14	$263.1	$328.7	$332.1	$379.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$19,200	$22,409	$22,000	$26,800
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	19,200	22,919	22,900	26,800
AGE	13	33	39	40	43
YEARS OF EDUCATION	14	14	15	16	16
YEARS WITH PRESENT BANK	14	3	7	7	9
YEARS IN POSITION	14	2	3	3	3
REPORTING LEVEL	14	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	14	4	6	6	7
ASSET SIZE (MILLIONS)	15	$266.0	$318.3	$320.0	$370.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$18,611	$22,118	$22,000	$24,475
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	18,611	22,339	22,000	25,004
AGE	8	30	38	34	48
YEARS OF EDUCATION	9	16	16	16	16
YEARS WITH PRESENT BANK	9	2	6	5	7
YEARS IN POSITION	9	2	4	2	5
REPORTING LEVEL	9	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	1	6	4	10
ASSET SIZE (MILLIONS)	10	$269.4	$326.5	$332.1	$373.4

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$23,180	$27,695	$26,000	$33,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	23,180	28,095	27,936	33,750
AGE	10	38	44	45	50
YEARS OF EDUCATION	11	16	15	16	16
YEARS WITH PRESENT BANK	11	2	9	7	17
YEARS IN POSITION	11	2	4	2	4
REPORTING LEVEL	11	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	10	2	7	3	5
ASSET SIZE (MILLIONS)	12	$268.2	$330.4	$352.1	$371.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$22,525	$26,420	$27,550	$30,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	23,054	27,669	27,550	31,750
AGE	10	38	44	42	50
YEARS OF EDUCATION	10	13	14	15	16
YEARS WITH PRESENT BANK	10	4	10	6	20
YEARS IN POSITION	10	2	3	4	4
REPORTING LEVEL	10	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	10	4	8	6	15
ASSET SIZE (MILLIONS)	10	$269.8	$330.4	$340.0	$379.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$15,750	$19,974	$19,846	$22,275
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	15,750	20,243	19,846	22,275
AGE	8	32	43	37	58
YEARS OF EDUCATION	8	12	14	15	16
YEARS WITH PRESENT BANK	8	2	15	8	32
YEARS IN POSITION	8	2	7	3	10
REPORTING LEVEL	8	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	6	1	5	3	9
ASSET SIZE (MILLIONS)	8	$276.9	$337.4	$345.0	$393.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,555	$14,270	$14,600	$16,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12,555	14,608	14,813	16,800
AGE	6	30	43	43	55
YEARS OF EDUCATION	6	12	13	13	15
YEARS WITH PRESENT BANK	6	4	6	7	7
YEARS IN POSITION	6	1	2	2	2
REPORTING LEVEL	6	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	2	5	3	8
ASSET SIZE (MILLIONS)	6	$253.7	$318.5	$317.4	$377.7

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$10,432	$13,734	$15,500	$16,245
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	10,432	13,859	15,500	16,524
AGE	9	37	46	44	53
YEARS OF EDUCATION	10	12	12	12	12
YEARS WITH PRESENT BANK	10	9	16	15	22
YEARS IN POSITION	10	2	5	3	9
REPORTING LEVEL	10	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	8	6	9	8	12
ASSET SIZE (MILLIONS)	10	$253.7	$313.4	$275.2	$383.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$9,260	$10,244	$10,200	$11,170
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	9,260	10,342	10,200	11,335
AGE	6	25	25	25	26
YEARS OF EDUCATION	7	16	16	16	16
YEARS WITH PRESENT BANK	7	1	2	1	2
YEARS IN POSITION	7	1	1	1	2
REPORTING LEVEL	6	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	9	$269.0	$326.4	$344.3	$371.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$27,000	$31,195	$31,900	$36,500
BONUS	5	1,019	5,528	1,600	12,000
TOTAL COMPENSATION	15	27,810	33,037	31,900	36,500
AGE	13	38	43	42	48
YEARS OF EDUCATION	14	13	15	16	16
YEARS WITH PRESENT BANK	14	3	11	10	17
YEARS IN POSITION	14	1	4	2	6
REPORTING LEVEL	14	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	56	119	77	148
ASSET SIZE (MILLIONS)	15	$266.0	$325.0	$320.0	$372.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$21,000	$24,922	$24,000	$28,000
BONUS	5	873	2,649	1,500	5,000
TOTAL COMPENSATION	15	21,000	25,805	24,807	31,500
AGE	13	34	41	41	45
YEARS OF EDUCATION	14	16	16	16	16
YEARS WITH PRESENT BANK	14	3	13	11	21
YEARS IN POSITION	14	2	6	5	11
REPORTING LEVEL	14	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	14	3	53	7	12
ASSET SIZE (MILLIONS)	15	$274.8	$329.1	$344.3	$372.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$13,500	$19,992	$21,000	$24,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	13,500	20,461	21,000	25,912
AGE	10	45	50	52	56
YEARS OF EDUCATION	10	12	14	14	15
YEARS WITH PRESENT BANK	10	3	11	4	20
YEARS IN POSITION	10	2	4	3	7
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	3	31	10	47
ASSET SIZE (MILLIONS)	11	$275.5	$338.3	$369.1	$383.7

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$12,200	$17,980	$18,000	$23,750
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	12,200	17,980	18,000	23,750
AGE	5	27	34	29	43
YEARS OF EDUCATION	5	15	16	16	18
YEARS WITH PRESENT BANK	5	3	7	5	12
YEARS IN POSITION	5	3	4	4	5
REPORTING LEVEL	5	4	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$297.7	$342.1	$344.3	$385.4

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$30,000	$37,381	$38,750	$43,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	30,000	38,083	39,643	44,250
AGE	12	43	49	47	58
YEARS OF EDUCATION	13	16	17	16	19
YEARS WITH PRESENT BANK	13	7	15	15	22
YEARS IN POSITION	13	3	6	5	7
REPORTING LEVEL	13	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	14	26	25	36
ASSET SIZE (MILLIONS)	14	$272.6	$337.5	$352.1	$388.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$13,250	$16,989	$17,270	$20,075
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	13,250	17,109	17,270	20,075
AGE	10	32	38	37	45
YEARS OF EDUCATION	11	12	14	14	16
YEARS WITH PRESENT BANK	11	7	10	10	12
YEARS IN POSITION	11	2	3	2	4
REPORTING LEVEL	11	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	5	13	6	20
ASSET SIZE (MILLIONS)	12	$268.2	$331.6	$340.0	$380.8

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $500 TO $999 MILLION

Of the 431 banks submitting data for the South-Atlantic region, 10 banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Administrative Officer
Top Advertising Officer
Bond Department Manager
Branch Manager-Large
Top Correspondent Bank Officer
Top International Banking Officer
New Accounts Officer/ Representative
Officer Trainee (Master's Degree)
Personal Banking Manager
Personal Banking Officer

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$81,625	$100,203	$98,500	$108,500
BONUS	5	4,478	14,223	17,300	22,430
TOTAL COMPENSATION	9	93,521	108,104	100,550	108,500
AGE	9	53	58	57	62
YEARS OF EDUCATION	9	16	17	17	19
YEARS WITH PRESENT BANK	9	15	25	30	33
YEARS IN POSITION	9	4	8	7	13
REPORTING LEVEL	9	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	9	602	797	781	983
ASSET SIZE (MILLIONS)	9	$575.1	$669.0	$673.2	$729.1

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$51,720	$61,091	$63,000	$72,250
BONUS	5	3,247	9,310	3,998	18,029
TOTAL COMPENSATION	9	55,539	66,263	63,969	76,250
AGE	9	49	54	57	59
YEARS OF EDUCATION	9	16	17	16	18
YEARS WITH PRESENT BANK	9	18	26	25	31
YEARS IN POSITION	9	4	5	5	6
REPORTING LEVEL	9	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	9	318	556	500	751
ASSET SIZE (MILLIONS)	9	$553.5	$651.1	$641.0	$705.7

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$24,500	$38,542	$30,220	$53,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	26,344	41,598	36,500	53,000
AGE	7	39	44	45	49
YEARS OF EDUCATION	7	16	17	17	18
YEARS WITH PRESENT BANK	7	4	10	11	16
YEARS IN POSITION	7	3	5	4	7
REPORTING LEVEL	7	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	2	21	4	37
ASSET SIZE (MILLIONS)	7	$547.0	$652.5	$641.0	$721.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$32,363	$40,686	$36,000	$51,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	34,667	43,957	36,000	53,291
AGE	9	48	52	51	55
YEARS OF EDUCATION	9	13	15	14	16
YEARS WITH PRESENT BANK	9	22	28	27	34
YEARS IN POSITION	9	2	5	5	7
REPORTING LEVEL	9	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	212	329	274	372
ASSET SIZE (MILLIONS)	9	$553.5	$649.3	$641.0	$697.9

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$17,700	$20,678	$20,250	$23,669
BONUS	5	781	3,441	1,495	7,075
TOTAL COMPENSATION	9	18,063	22,590	21,346	24,715
AGE	9	35	43	38	50
YEARS OF EDUCATION	9	14	15	14	16
YEARS WITH PRESENT BANK	9	10	17	14	24
YEARS IN POSITION	9	3	5	4	7
REPORTING LEVEL	9	6	5	4	4
TOTAL EMPLOYEES SUPERVISED	9	11	16	11	23
ASSET SIZE (MILLIONS)	9	$575.1	$669.0	$673.2	$729.1

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$15,073	$16,506	$16,611	$18,536
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	15,073	17,069	17,322	18,786
AGE	9	36	44	42	51
YEARS OF EDUCATION	9	13	14	14	16
YEARS WITH PRESENT BANK	9	8	12	10	17
YEARS IN POSITION	9	3	6	5	7
REPORTING LEVEL	9	6	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	6	8	8	9
ASSET SIZE (MILLIONS)	9	$575.1	$669.0	$673.2	$729.1

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$20,700	$34,687	$27,350	$40,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	21,674	35,577	29,000	40,000
AGE	7	38	45	47	52
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	7	16	20	17	23
YEARS IN POSITION	7	1	4	4	7
REPORTING LEVEL	7	6	4	3	3
TOTAL EMPLOYEES SUPERVISED	7	2	5	7	7
ASSET SIZE (MILLIONS)	7	$560.0	$660.6	$641.0	$721.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$13,928	$19,420	$19,920	$23,733
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	13,928	20,198	21,761	24,471
AGE	6	29	39	37	51
YEARS OF EDUCATION	6	13	14	15	16
YEARS WITH PRESENT BANK	6	6	14	10	25
YEARS IN POSITION	6	2	5	3	9
REPORTING LEVEL	6	6	5	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$550.3	$662.1	$657.1	$731.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$17,850	$21,610	$19,250	$24,060
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	18,000	22,316	20,528	25,610
AGE	7	34	38	36	38
YEARS OF EDUCATION	7	14	15	16	16
YEARS WITH PRESENT BANK	7	6	9	9	14
YEARS IN POSITION	7	2	4	3	5
REPORTING LEVEL	7	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	7	5	11	12	17
ASSET SIZE (MILLIONS)	7	$547.0	$645.1	$673.2	$721.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$30,774	$33,794	$34,750	$38,138
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	32,564	35,010	34,750	39,488
AGE	8	34	42	41	51
YEARS OF EDUCATION	8	14	15	16	16
YEARS WITH PRESENT BANK	8	11	15	16	19
YEARS IN POSITION	8	3	5	5	6
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	5	22	10	22
ASSET SIZE (MILLIONS)	8	$550.2	$634.4	$657.1	$709.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$20,250	$26,371	$27,500	$31,286
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	22,700	27,188	27,500	32,904
AGE	8	32	38	37	44
YEARS OF EDUCATION	8	15	15	16	16
YEARS WITH PRESENT BANK	8	10	14	13	19
YEARS IN POSITION	8	2	5	4	8
REPORTING LEVEL	8	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	2	2	2	4
ASSET SIZE (MILLIONS)	8	$550.2	$634.4	$657.1	$709.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$14,563	$17,244	$17,488	$19,897
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	15,467	17,745	17,488	20,104
AGE	8	30	32	32	34
YEARS OF EDUCATION	8	16	16	16	17
YEARS WITH PRESENT BANK	8	6	8	8	10
YEARS IN POSITION	8	2	3	2	3
REPORTING LEVEL	8	6	5	5	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$550.2	$634.4	$657.1	$709.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$30,075	$35,669	$38,000	$39,550
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	32,045	36,729	38,000	39,592
AGE	9	38	46	50	51
YEARS OF EDUCATION	9	14	15	16	16
YEARS WITH PRESENT BANK	9	8	16	12	27
YEARS IN POSITION	9	4	7	7	11
REPORTING LEVEL	9	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	39	56	45	82
ASSET SIZE (MILLIONS)	9	$581.6	$670.4	$673.2	$729.1

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$31,656	$39,588	$34,250	$47,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	31,750	41,375	39,948	47,927
AGE	10	41	48	45	58
YEARS OF EDUCATION	10	16	17	18	18
YEARS WITH PRESENT BANK	10	9	16	16	24
YEARS IN POSITION	10	4	7	6	10
REPORTING LEVEL	10	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	10	15	45	24	46
ASSET SIZE (MILLIONS)	10	$556.7	$658.1	$657.1	$725.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$13,000	$16,789	$16,600	$20,375
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	13,000	17,071	16,600	21,904
AGE	7	33	37	38	41
YEARS OF EDUCATION	7	12	14	13	16
YEARS WITH PRESENT BANK	7	8	12	13	14
YEARS IN POSITION	7	1	3	2	5
REPORTING LEVEL	7	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	7	11	16	12	23
ASSET SIZE (MILLIONS)	7	$603.3	$680.4	$673.2	$721.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$24,288	$30,187	$29,600	$35,700
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	26,309	30,977	29,600	37,699
AGE	10	41	48	50	55
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	8	16	13	20
YEARS IN POSITION	10	5	8	8	11
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	10	20	43	40	57
ASSET SIZE (MILLIONS)	10	$556.7	$658.1	$657.1	$725.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$14,075	$21,816	$16,863	$28,064
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	15,410	22,182	16,863	28,064
AGE	10	33	39	35	52
YEARS OF EDUCATION	10	14	14	14	15
YEARS WITH PRESENT BANK	10	4	11	9	16
YEARS IN POSITION	10	2	4	4	5
REPORTING LEVEL	10	6	5	4	4
TOTAL EMPLOYEES SUPERVISED	7	2	13	13	16
ASSET SIZE (MILLIONS)	10	$556.7	$658.1	$657.1	$725.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$25,500	$29,519	$29,800	$31,650
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	27,375	30,263	29,800	31,650
AGE	9	43	47	45	55
YEARS OF EDUCATION	9	14	16	16	17
YEARS WITH PRESENT BANK	9	15	22	24	27
YEARS IN POSITION	9	7	10	9	14
REPORTING LEVEL	9	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	8	11	12	15
ASSET SIZE (MILLIONS)	9	$553.5	$656.4	$641.0	$729.1

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$15,661	$31,030	$19,775	$40,688
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	16,500	31,699	20,804	41,314
AGE	6	32	43	42	53
YEARS OF EDUCATION	6	12	14	15	16
YEARS WITH PRESENT BANK	6	3	15	18	25
YEARS IN POSITION	6	3	5	5	8
REPORTING LEVEL	5	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	2	15	3	35
ASSET SIZE (MILLIONS)	6	$540.6	$610.9	$600.5	$686.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$26,525	$31,919	$32,750	$37,913
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	27,688	33,109	34,000	39,156
AGE	8	39	48	46	56
YEARS OF EDUCATION	8	14	15	16	17
YEARS WITH PRESENT BANK	8	14	19	17	27
YEARS IN POSITION	8	3	5	5	6
REPORTING LEVEL	8	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	4	8	8	13
ASSET SIZE (MILLIONS)	8	$570.5	$677.2	$673.8	$733.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$27,150	$34,489	$30,500	$42,750
BONUS	5	1,541	3,202	1,971	5,478
TOTAL COMPENSATION	9	29,798	36,267	33,500	43,542
AGE	9	39	44	42	53
YEARS OF EDUCATION	9	15	15	16	16
YEARS WITH PRESENT BANK	9	10	18	15	27
YEARS IN POSITION	9	4	7	5	11
REPORTING LEVEL	9	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	9	12	22	14	31
ASSET SIZE (MILLIONS)	9	$553.5	$649.3	$641.0	$697.9

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$15,088	$20,918	$19,168	$27,977
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	15,629	21,645	20,483	28,380
AGE	8	35	41	38	47
YEARS OF EDUCATION	8	14	15	16	16
YEARS WITH PRESENT BANK	8	4	10	8	18
YEARS IN POSITION	8	2	4	4	5
REPORTING LEVEL	8	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	3	8	6	14
ASSET SIZE (MILLIONS)	8	$561.1	$660.5	$657.1	$709.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$13,100	$18,002	$16,225	$23,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	13,176	18,232	16,950	23,400
AGE	7	26	34	30	40
YEARS OF EDUCATION	7	13	15	16	16
YEARS WITH PRESENT BANK	7	4	7	5	10
YEARS IN POSITION	7	2	4	2	4
REPORTING LEVEL	7	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	3	4	5	6
ASSET SIZE (MILLIONS)	7	$560.0	$674.2	$673.2	$721.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$9,588	$10,198	$10,175	$10,715
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	9,588	10,267	10,175	10,848
AGE	7	24	27	24	25
YEARS OF EDUCATION	7	16	16	16	16
YEARS WITH PRESENT BANK	7	2	2	2	3
YEARS IN POSITION	6	2	2	2	2
REPORTING LEVEL	6	8	5	5	4
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	8	$561.1	$639.8	$657.1	$709.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$31,195	$39,253	$38,575	$48,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	32,890	42,131	44,361	48,000
AGE	7	44	47	49	49
YEARS OF EDUCATION	7	13	15	15	16
YEARS WITH PRESENT BANK	7	13	19	17	26
YEARS IN POSITION	7	3	4	4	7
REPORTING LEVEL	7	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	74	146	159	201
ASSET SIZE (MILLIONS)	7	$547.0	$645.1	$673.2	$721.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$25,750	$29,900	$30,200	$34,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	26,769	30,771	30,200	34,615
AGE	10	38	52	56	60
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	10	22	17	38
YEARS IN POSITION	10	4	6	6	8
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	10	13	14	16
ASSET SIZE (MILLIONS)	10	$556.7	$658.1	$657.1	$725.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$13,354	$20,368	$19,777	$28,463
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	14,311	21,457	21,106	29,050
AGE	6	28	31	31	35
YEARS OF EDUCATION	6	16	16	16	17
YEARS WITH PRESENT BANK	6	6	8	7	11
YEARS IN POSITION	6	2	4	3	8
REPORTING LEVEL	6	7	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$582.8	$639.1	$657.1	$686.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$17,900	$19,837	$20,175	$22,418
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	17,900	20,585	20,175	23,294
AGE	9	38	49	48	61
YEARS OF EDUCATION	9	12	13	12	14
YEARS WITH PRESENT BANK	9	9	15	11	23
YEARS IN POSITION	9	2	6	4	10
REPORTING LEVEL	9	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	7	2	5	5	6
ASSET SIZE (MILLIONS)	9	$581.6	$670.4	$673.2	$729.1

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,425	$13,783	$13,750	$15,375
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12,425	13,941	14,224	15,375
AGE	6	28	32	34	36
YEARS OF EDUCATION	6	13	15	15	17
YEARS WITH PRESENT BANK	6	2	5	5	8
YEARS IN POSITION	6	2	2	2	2
REPORTING LEVEL	6	6	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$556.7	$636.1	$657.1	$686.2

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$33,000	$43,119	$42,700	$52,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	35,623	44,194	42,700	55,063
AGE	7	45	51	49	62
YEARS OF EDUCATION	7	16	18	18	19
YEARS WITH PRESENT BANK	7	5	11	13	16
YEARS IN POSITION	7	4	8	8	12
REPORTING LEVEL	7	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	24	47	53	65
ASSET SIZE (MILLIONS)	7	$560.0	$646.9	$673.2	$721.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$18,562	$23,437	$24,000	$26,800
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	19,660	24,166	24,500	26,800
AGE	7	34	40	41	46
YEARS OF EDUCATION	7	14	16	16	18
YEARS WITH PRESENT BANK	7	6	12	15	18
YEARS IN POSITION	7	3	6	8	8
REPORTING LEVEL	7	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	5	16	14	27
ASSET SIZE (MILLIONS)	7	$560.0	$646.9	$673.2	$721.3

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $1 BILLION AND OVER

Of the 431 banks submitting data for the South-Atlantic region, 16 banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Bond Department Manager
Personal Banking Manager

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$44,032	$101,432	$100,660	$157,500
BONUS	11	1,400	22,363	7,900	52,300
TOTAL COMPENSATION	16	46,494	116,806	108,338	186,825
AGE	16	48	54	53	60
YEARS OF EDUCATION	16	16	16	16	18
YEARS WITH PRESENT BANK	16	6	18	16	31
YEARS IN POSITION	16	3	6	5	9
REPORTING LEVEL	16	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	15	75	1,866	1,765	3,557
ASSET SIZE (MILLIONS)	16	$1,632.9	$21,767.3	$2,516.6	$58,145.4

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$37,148	$75,307	$72,825	$115,178
BONUS	9	2,450	17,835	15,625	34,517
TOTAL COMPENSATION	12	39,903	88,683	88,138	141,050
AGE	12	41	49	50	55
YEARS OF EDUCATION	12	16	16	16	16
YEARS WITH PRESENT BANK	12	7	18	13	29
YEARS IN POSITION	12	2	5	4	6
REPORTING LEVEL	10	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	11	69	1,239	917	1,764
ASSET SIZE (MILLIONS)	12	$1,743.7	$21,331.2	$2,516.6	$58,145.4

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$38,233	$52,221	$51,250	$71,138
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	39,125	55,952	58,632	74,117
AGE	8	44	47	46	50
YEARS OF EDUCATION	8	14	16	17	18
YEARS WITH PRESENT BANK	8	7	17	18	28
YEARS IN POSITION	8	2	3	3	5
REPORTING LEVEL	7	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	20	170	87	255
ASSET SIZE (MILLIONS)	8	$1,381.6	$19,243.7	$2,516.6	$53,020.8

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$20,100	$20,610	$20,724	$23,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	20,100	20,809	20,724	23,000
AGE	7	33	41	37	53
YEARS OF EDUCATION	7	15	16	16	17
YEARS WITH PRESENT BANK	7	3	6	5	8
YEARS IN POSITION	7	2	3	3	5
REPORTING LEVEL	7	6	5	4	4
TOTAL EMPLOYEES SUPERVISED	5	2	6	3	12
ASSET SIZE (MILLIONS)	7	$1,302.7	$2,260.9	$2,120.0	$2,613.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$31,625	$42,232	$41,770	$51,125
BONUS	5	3,600	10,579	4,350	20,673
TOTAL COMPENSATION	8	32,963	48,844	45,370	68,375
AGE	7	37	45	47	53
YEARS OF EDUCATION	8	16	17	16	17
YEARS WITH PRESENT BANK	8	8	18	17	27
YEARS IN POSITION	8	3	5	5	7
REPORTING LEVEL	8	6	4	3	3
TOTAL EMPLOYEES SUPERVISED	8	8	17	15	22
ASSET SIZE (MILLIONS)	8	$1,632.9	$2,333.4	$2,267.3	$2,565.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$20,200	$39,494	$42,850	$65,485
BONUS	5	461	5,289	2,000	11,761
TOTAL COMPENSATION	7	20,806	43,271	44,800	66,800
AGE	7	35	44	42	53
YEARS OF EDUCATION	7	12	15	16	17
YEARS WITH PRESENT BANK	7	10	19	14	33
YEARS IN POSITION	7	2	4	2	6
REPORTING LEVEL	7	5	5	4	3
TOTAL EMPLOYEES SUPERVISED	6	274	898	712	1,719
ASSET SIZE (MILLIONS)	7	$1,302.7	$2,412.9	$2,414.6	$2,613.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$24,500	$27,087	$26,000	$30,800
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	24,500	27,597	26,000	30,800
AGE	7	33	43	42	50
YEARS OF EDUCATION	7	13	15	16	16
YEARS WITH PRESENT BANK	7	2	14	6	31
YEARS IN POSITION	6	2	3	3	4
REPORTING LEVEL	7	6	5	5	3
TOTAL EMPLOYEES SUPERVISED	6	24	45	47	58
ASSET SIZE (MILLIONS)	7	$1,300.0	$5,161.3	$2,120.0	$2,420.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,200	$21,071	$21,000	$24,730
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	17,200	21,713	21,000	24,730
AGE	11	33	40	36	52
YEARS OF EDUCATION	11	13	14	14	16
YEARS WITH PRESENT BANK	11	8	15	10	21
YEARS IN POSITION	11	2	3	2	3
REPORTING LEVEL	11	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	10	11	18	16	25
ASSET SIZE (MILLIONS)	11	$1,302.7	$10,504.2	$2,414.6	$4,501.4

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$13,350	$17,624	$19,000	$21,500
BONUS	5	423	1,314	750	2,489
TOTAL COMPENSATION	13	13,350	18,130	19,000	22,704
AGE	13	31	42	43	51
YEARS OF EDUCATION	13	12	14	13	16
YEARS WITH PRESENT BANK	13	4	14	10	23
YEARS IN POSITION	13	2	3	2	4
REPORTING LEVEL	13	6	5	5	3
TOTAL EMPLOYEES SUPERVISED	12	6	8	8	8
ASSET SIZE (MILLIONS)	13	$1,460.5	$14,335.3	$2,414.6	$14,750.7

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$19,995	$28,357	$28,325	$36,208
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	21,172	29,743	28,850	39,808
AGE	6	35	49	51	62
YEARS OF EDUCATION	6	15	16	16	17
YEARS WITH PRESENT BANK	6	6	14	13	19
YEARS IN POSITION	6	2	6	4	13
REPORTING LEVEL	6	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	2	9	6	17
ASSET SIZE (MILLIONS)	6	$1,538.7	$16,991.1	$2,417.3	$36,048.4

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$14,100	$20,609	$21,610	$25,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	14,100	21,426	21,610	27,616
AGE	7	39	46	45	57
YEARS OF EDUCATION	7	12	15	16	16
YEARS WITH PRESENT BANK	7	7	14	14	16
YEARS IN POSITION	7	2	4	4	6
REPORTING LEVEL	7	5	4	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$1,618.3	$13,678.7	$2,120.0	$2,613.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$17,625	$28,448	$23,550	$34,935
BONUS	5	400	2,787	2,615	5,261
TOTAL COMPENSATION	12	17,625	29,610	24,050	36,435
AGE	12	30	35	34	37
YEARS OF EDUCATION	12	16	17	16	18
YEARS WITH PRESENT BANK	12	3	6	6	8
YEARS IN POSITION	12	2	3	3	3
REPORTING LEVEL	12	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	4	16	14	26
ASSET SIZE (MILLIONS)	12	$1,381.6	$13,446.5	$2,267.3	$4,029.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$28,750	$33,100	$32,500	$39,475
BONUS	5	700	4,177	4,000	7,743
TOTAL COMPENSATION	10	29,150	35,189	33,000	44,975
AGE	10	37	42	40	44
YEARS OF EDUCATION	10	16	16	17	18
YEARS WITH PRESENT BANK	10	4	12	14	16
YEARS IN POSITION	10	2	4	4	6
REPORTING LEVEL	10	5	4	3	3
TOTAL EMPLOYEES SUPERVISED	10	14	24	21	37
ASSET SIZE (MILLIONS)	10	$1,302.0	$15,992.5	$1,898.4	$21,126.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$19,750	$24,224	$24,000	$27,500
BONUS	5	851	2,378	1,283	4,452
TOTAL COMPENSATION	13	20,201	25,138	25,190	28,652
AGE	13	34	37	36	38
YEARS OF EDUCATION	13	15	16	16	18
YEARS WITH PRESENT BANK	13	6	9	10	12
YEARS IN POSITION	13	2	3	3	4
REPORTING LEVEL	13	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	1	4	2	5
ASSET SIZE (MILLIONS)	13	$1,460.5	$18,996.4	$2,414.6	$36,847.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$15,600	$17,139	$16,500	$19,068
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	15,750	17,445	17,124	19,068
AGE	10	29	31	30	33
YEARS OF EDUCATION	10	12	15	16	16
YEARS WITH PRESENT BANK	9	6	8	7	8
YEARS IN POSITION	10	1	2	2	3
REPORTING LEVEL	10	6	6	6	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	10	$1,539.4	$9,096.7	$2,267.3	$3,085.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$31,575	$35,527	$36,420	$38,885
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	32,660	37,766	36,523	44,970
AGE	8	39	44	43	48
YEARS OF EDUCATION	8	15	16	16	17
YEARS WITH PRESENT BANK	8	12	17	17	22
YEARS IN POSITION	8	3	5	4	7
REPORTING LEVEL	8	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	8	5	13	12	20
ASSET SIZE (MILLIONS)	8	$1,381.6	$2,286.3	$2,267.3	$2,565.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$33,750	$38,332	$41,300	$44,092
BONUS	6	1,550	4,752	5,300	7,363
TOTAL COMPENSATION	9	36,300	41,500	44,500	47,435
AGE	9	40	42	42	45
YEARS OF EDUCATION	9	14	15	16	16
YEARS WITH PRESENT BANK	9	3	13	16	19
YEARS IN POSITION	9	3	4	4	7
REPORTING LEVEL	9	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	51	161	118	236
ASSET SIZE (MILLIONS)	9	$1,647.5	$9,963.0	$2,414.6	$3,557.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$21,500	$44,218	$48,515	$55,150
BONUS	9	676	7,720	2,000	16,215
TOTAL COMPENSATION	14	21,915	49,181	50,265	70,323
AGE	14	38	46	47	54
YEARS OF EDUCATION	14	14	16	16	17
YEARS WITH PRESENT BANK	14	12	18	15	28
YEARS IN POSITION	14	3	6	5	9
REPORTING LEVEL	13	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	15	83	43	83
ASSET SIZE (MILLIONS)	14	$1,539.4	$14,749.2	$2,417.3	$10,242.9

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$14,350	$17,677	$17,500	$20,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	14,450	18,272	17,900	22,630
AGE	9	35	40	38	46
YEARS OF EDUCATION	9	12	14	14	15
YEARS WITH PRESENT BANK	9	5	10	9	13
YEARS IN POSITION	9	3	5	4	9
REPORTING LEVEL	9	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	9	7	17	10	30
ASSET SIZE (MILLIONS)	9	$1,647.5	$17,150.8	$2,414.6	$35,903.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$20,700	$27,935	$24,000	$36,280
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	20,800	29,181	25,323	38,755
AGE	9	36	45	41	54
YEARS OF EDUCATION	9	12	14	14	15
YEARS WITH PRESENT BANK	9	7	15	10	24
YEARS IN POSITION	9	2	5	3	6
REPORTING LEVEL	9	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	17	50	44	76
ASSET SIZE (MILLIONS)	9	$1,301.3	$17,006.7	$2,414.6	$35,903.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$13,669	$17,212	$15,350	$20,003
BONUS	6	460	1,062	834	1,733
TOTAL COMPENSATION	12	13,819	17,743	16,386	20,309
AGE	12	33	42	39	51
YEARS OF EDUCATION	12	12	15	15	16
YEARS WITH PRESENT BANK	12	3	7	7	9
YEARS IN POSITION	12	2	3	3	4
REPORTING LEVEL	12	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	9	2	4	3	7
ASSET SIZE (MILLIONS)	12	$1,632.9	$26,021.2	$2,417.3	$70,548.4

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$20,000	$34,635	$36,000	$47,000
BONUS	8	572	3,617	2,079	4,825
TOTAL COMPENSATION	11	21,088	37,265	41,100	47,000
AGE	11	38	47	50	55
YEARS OF EDUCATION	11	15	16	16	18
YEARS WITH PRESENT BANK	11	11	20	18	32
YEARS IN POSITION	11	2	6	3	9
REPORTING LEVEL	9	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	11	3	26	28	36
ASSET SIZE (MILLIONS)	11	$1,676.8	$22,387.4	$2,420.0	$71,000.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$27,083	$44,241	$48,500	$55,600
BONUS	5	1,161	6,143	5,000	11,696
TOTAL COMPENSATION	8	27,504	48,081	54,696	63,050
AGE	8	38	45	41	51
YEARS OF EDUCATION	8	16	17	16	18
YEARS WITH PRESENT BANK	8	5	14	13	24
YEARS IN POSITION	8	3	5	4	7
REPORTING LEVEL	8	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	13	37	28	65
ASSET SIZE (MILLIONS)	8	$1,381.6	$2,286.3	$2,267.3	$2,565.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$17,800	$21,069	$20,875	$26,088
BONUS			INSUFFICIENT DATA		
TOTA_ COMPENSATION	10	17,800	21,822	21,500	27,000
AGE	10	41	46	49	52
YEARS OF EDUCATION	9	16	16	16	17
YEARS WITH PRESENT BANK	9	5	16	18	28
YEARS IN POSITION	9	2	6	4	11
REPORTING LEVEL	10	5	5	4	3
TOTAL EMPLOYEES SUPERVISED	6	1	11	2	16
ASSET SIZE (MILLIONS)	10	$1,539.4	$4,496.7	$2,267.3	$3,085.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$27,475	$33,909	$34,470	$45,318
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	28,625	35,712	35,007	45,975
AGE	10	38	45	43	50
YEARS OF EDUCATION	10	16	16	16	18
YEARS WITH PRESENT BANK	10	6	9	8	11
YEARS IN POSITION	10	3	5	5	7
REPORTING LEVEL	10	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	10	5	17	12	22
ASSET SIZE (MILLIONS)	10	$1,539.4	$9,096.7	$2,267.3	$3,085.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$32,375	$35,466	$36,338	$42,100
BONUS	5	1,100	5,732	4,500	10,979
TOTAL COMPENSATION	10	32,375	38,332	39,640	44,969
AGE	10	39	44	40	50
YEARS OF EDUCATION	10	15	15	16	16
YEARS WITH PRESENT BANK	10	6	14	10	24
YEARS IN POSITION	10	3	5	4	5
REPORTING LEVEL	10	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	6	26	24	41
ASSET SIZE (MILLIONS)	10	$1,302.0	$8,766.3	$1,898.4	$2,468.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$18,750	$23,187	$22,850	$28,043
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	19,150	23,819	23,535	29,728
AGE	10	34	42	43	51
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	4	9	7	12
YEARS IN POSITION	10	2	4	3	4
REPORTING LEVEL	10	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	9	1	3	2	4
ASSET SIZE (MILLIONS)	10	$1,302.0	$9,114.6	$1,898.4	$2,940.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$15,200	$17,250	$17,423	$19,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	15,200	17,475	18,409	20,085
AGE	7	30	32	33	35
YEARS OF EDUCATION	7	13	15	16	16
YEARS WITH PRESENT BANK	7	3	7	6	8
YEARS IN POSITION	7	2	3	3	5
REPORTING LEVEL	7	6	7	6	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$1,302.7	$2,239.6	$2,120.0	$2,420.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$11,000	$14,314	$15,000	$16,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	11,493	14,982	15,000	18,152
AGE	7	29	39	34	55
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	7	3	8	6	8
YEARS IN POSITION	7	2	4	2	8
REPORTING LEVEL	7	7	7	6	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$1,618.3	$24,043.5	$2,613.3	$72,595.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$13,000	$15,300	$15,500	$17,500
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	13,000	15,300	15,500	17,500
AGE	5	27	28	29	30
YEARS OF EDUCATION	5	18	18	18	18
YEARS WITH PRESENT BANK	5	1	1	1	2
YEARS IN POSITION	5	1	1	1	2
REPORTING LEVEL	5	13	9	7	6
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	5	$1,301.3	$2,427.4	$2,420.0	$3,557.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$10,166	$11,797	$12,000	$13,200
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	10,500	11,866	12,000	13,200
AGE	7	23	25	24	27
YEARS OF EDUCATION	7	16	16	16	16
YEARS WITH PRESENT BANK	7	1	2	2	2
YEARS IN POSITION	7	1	2	2	2
REPORTING LEVEL	7	7	8	6	6
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	7	$1,302.7	$2,310.0	$2,414.6	$2,613.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$32,625	$43,973	$40,250	$55,810
BONUS	8	1,922	7,633	7,567	12,325
TOTAL COMPENSATION	12	32,625	49,062	44,960	69,988
AGE	12	42	47	46	52
YEARS OF EDUCATION	12	12	15	16	16
YEARS WITH PRESENT BANK	12	10	20	22	27
YEARS IN POSITION	12	2	5	5	7
REPORTING LEVEL	11	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	12	197	486	343	595
ASSET SIZE (MILLIONS)	12	$1,381.6	$14,680.4	$2,267.3	$4,029.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$10,850	$14,050	$12,400	$18,075
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	10,950	15,152	12,400	20,729
AGE	5	33	48	50	62
YEARS OF EDUCATION	5	12	12	12	13
YEARS WITH PRESENT BANK	5	6	17	13	29
YEARS IN POSITION	5	2	6	3	12
REPORTING LEVEL	5	12	8	7	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$1,710.0	$16,306.9	$2,613.3	$37,750.6

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$22,375	$34,283	$36,750	$44,400
BONUS	6	365	4,793	3,961	9,054
TOTAL COMPENSATION	10	22,425	37,158	39,711	49,375
AGE	10	34	46	44	56
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	2	16	16	23
YEARS IN POSITION	10	2	4	3	6
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	26	53	38	86
ASSET SIZE (MILLIONS)	10	$1,539.4	$17,046.5	$2,267.3	$19,709.9

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$20,625	$26,589	$23,090	$34,763
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	21,119	27,303	25,566	34,763
AGE	7	32	34	34	38
YEARS OF EDUCATION	8	16	16	16	18
YEARS WITH PRESENT BANK	8	5	12	8	11
YEARS IN POSITION	8	3	4	4	6
REPORTING LEVEL	8	5	5	5	3
TOTAL EMPLOYEES SUPERVISED	7	2	3	3	3
ASSET SIZE (MILLIONS)	8	$1,381.6	$2,230.9	$2,045.7	$2,565.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$13,550	$22,478	$23,820	$29,475
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	13,700	23,484	23,820	32,313
AGE	8	31	48	57	58
YEARS OF EDUCATION	8	13	15	16	16
YEARS WITH PRESENT BANK	8	4	10	8	11
YEARS IN POSITION	8	3	6	6	9
REPORTING LEVEL	8	5	4	4	2
TOTAL EMPLOYEES SUPERVISED	6	5	10	10	14
ASSET SIZE (MILLIONS)	8	$2,193.7	$21,335.9	$2,516.6	$54,375.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$18,645	$24,154	$20,250	$30,525
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	19,684	24,771	20,494	30,525
AGE	6	31	37	37	42
YEARS OF EDUCATION	6	16	17	17	18
YEARS WITH PRESENT BANK	6	4	6	7	8
YEARS IN POSITION	6	1	3	3	4
REPORTING LEVEL	6	6	5	6	4
TOTAL EMPLOYEES SUPERVISED	6	3	6	6	10
ASSET SIZE (MILLIONS)	6	$1,915.7	$2,562.0	$2,417.3	$3,085.3

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$32,500	$52,436	$47,000	$60,100
BONUS	8	683	7,065	3,100	12,563
TOTAL COMPENSATION	13	33,200	56,784	52,000	72,658
AGE	13	41	48	50	53
YEARS OF EDUCATION	13	16	17	16	18
YEARS WITH PRESENT BANK	13	3	13	10	25
YEARS IN POSITION	13	3	6	5	7
REPORTING LEVEL	12	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	4	115	78	197
ASSET SIZE (MILLIONS)	13	$1,647.5	$24,358.0	$2,420.0	$70,096.9

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$20,150	$28,073	$27,750	$36,150
BONUS	6	597	2,185	1,492	3,272
TOTAL COMPENSATION	10	21,050	29,384	27,750	37,922
AGE	10	35	40	39	47
YEARS OF EDUCATION	10	14	16	16	16
YEARS WITH PRESENT BANK	10	4	11	10	16
YEARS IN POSITION	10	2	4	4	5
REPORTING LEVEL	10	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	9	29	44	33	74
ASSET SIZE (MILLIONS)	10	$1,539.4	$17,434.0	$2,417.3	$21,524.8

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1979 Bank Officer Cash Compensation Survey

A report prepared for
Bank Administration Institute's
Human Resources Commission

By

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Bank Administration Institute

Park Ridge, Illinois

Bank Administration Institute

Bank Administration Institute is a not-for-profit corporation whose broad goals are to help bank administrators achieve high levels of professional effectiveness and to help solve significant banking problems. These goals are pursued through programs of research and development, education, and technical assistance.

Founded in 1924, the Institute is today the largest technical banking association in the world. It is governed by a Board of Directors. Responsibility for management of the Institute's activities within a framework of policy established by the Board rests with the President, who is assisted by a staff located in Park Ridge, Illinois.

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1979-1980

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Introductory Note

Data for your individual region begins on the page indicated by a shaded edge.

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Presentation of Cash Compensation Data 9
- All Regions Combined
- Your Geographic Region

Conducting the Survey

This is the eighth national bank officer salary survey conducted by the Human Resources Commission of Bank Administration Institute. Survey forms were mailed to BAI members in April, 1979. A total of 3,203 banks provided usable returns. These banks ranged in asset size from under $10 million to over $1 billion.

Several changes were made in this year's survey. In addition to reporting current salary data, for the first time in the 15-year history of the study, banks were asked to provide information on annual bonuses. This was done to ensure that officers' total direct compensation is fully summarized.

Other changes in this year's survey include:

- Revising the list of survey positions, as follows:

  Eighteen positions were surveyed for banks under $50 million in assets. Forty-one positions were surveyed for banks $50 million and over in assets.

- Expanding the survey results to include 25th percentile, mean, median, and 75th percentile data.

- Requesting data on the following pay-related information:

  Reporting level

  Number of employees supervised

  Age

  Years with bank

  Years in present position

  Education.

Geographic Region and Asset Size

The data were gathered and sorted by geographic region and asset size. States that comprise the nine geographic regions are listed below. Also listed are the number of participating banks and the number of officers surveyed in each region. The following sections of this report include the results for all

regions combined (national) and for your region. Reports for banks in other geographic regions are available on request from BAI (see enclosed order form).

Participating Banks	Number of Officers Surveyed	Regions	States	
112	1,360	I. New England	Connecticut Maine Massachusetts	New Hampshire Rhode Island Vermont
211	3,051	II. Mid-Atlantic	New Jersey New York	Pennsylvania
431	4,560	III. South-Atlantic	Delaware Florida Georgia Maryland North Carolina	South Carolina Virginia Washington, D.C. West Virginia
818	8,085	IV. East-North Central	Illinois Indiana Michigan	Ohio Wisconsin
190	1,819	V. East-South Central	Alabama Kentucky	Mississippi Tennessee
600	4,234	VI. West-North Central	Iowa Kansas Minnesota Missouri	Nebraska North Dakota South Dakota
434	4,115	VII. West-South Central	Arkansas Louisiana	Oklahoma Texas
221	2,140	VIII. Mountain	Arizona Colorado Idaho Montana	New Mexico Nevada Utah Wyoming
124	1,425	IX. Pacific	Alaska California Hawaii	Oregon Washington
3,141*	30,789*			

*Of the 3,203 banks providing usable returns, 62 banks did not report their geographic region; therefore, data for their 350 officer positions were included only in the results for all regions combined (national).

Banks in each geographic region were divided into 10 asset size categories. The 10 categories and the number of banks in each category are listed below by geographic region. No tables are presented when less than five banks participated in any resource category.

Total Assets	Total*	Geographic Region I	II	III	IV	V	VI	VII	VIII	IX
1. $1 Billion and over	78	3	19	16	15	2	5	6	4	8
2. $500 to $999 million	54	2	13	10	9	4	3	7	4	2
3. $250 to $499 million	106	7	24	17	26	3	5	15	3	6
4. $100 to $249 million	353	17	48	52	103	21	30	47	19	16
5. $50 to $99 million	426	20	36	57	128	25	66	51	27	16
6. $40 to $49 million	347	19	20	46	107	17	45	54	24	15
7. $30 to $39 million	373	11	15	45	93	25	80	64	23	17
8. $20 to $29 million	457	11	18	68	110	42	91	74	30	13
9. $10 to $19 million	624	18	14	90	163	36	154	72	60	17
10. Less than $10 million	323	4	4	30	64	15	121	44	27	14

*The 62 banks that did not report geographic region are not included in these results.

Officer Positions Surveyed

The 18 positions surveyed in banks under $50 million in asset size and the 41 positions surveyed in banks $50 million and over in asset size are listed below. Positions new to this year's survey are marked with an asterisk (*).

Banks Under $50 Million in Asset Size

Chief Executive Officer
Second Ranking Officer
Branch Manager—Large
Branch Manager—Small
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
*Instalment Loan Collector
Top Instalment Loan Officer
Junior Instalment Loan Officer
Top Internal Auditing Officer
*General Loan Officer
*Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Operations Officer
Top Personnel Officer
Top Trust Department Officer

Banks $50 Million and Over in Asset Size

*Chief Executive Officer
*Second Ranking Officer
*Top Administrative Officer
Top Advertising Officer
Top Bank Investment Officer
*Bond Department Manager
Top Branch Administration Officer
Branch Manager—Large
Branch Manager—Medium
Branch Manager—Small
Top Business Development Officer
*Business Development Officer
Commercial Credit Department Manager
*Commercial Loan Department Manager
Commercial Loan Officer
Junior Commercial Loan Officer
Top Correspondent Bank Officer
Top EDP Officer
Top Financial Officer

*New position

Instalment Loan Collection Manager
*Instalment Loan Department Manager
Instalment Loan Officer
Top Internal Auditing Officer
Top International Banking Officer
*Loan Review Officer
Marketing Director
*Mortgage Loan Department Manager
Mortgage Loan Officer
*Junior Mortgage Loan Officer
*New Accounts Officer/ Representative
Officer Trainee (Master's Degree)
Officer Trainee (Bachelor's Degree Only)
Top Operations Officer
*Personal Banking Manager
*Personal Banking Officer
Top Personnel Officer
*Portfolio Manager
Top Security Officer
Training Director
Top Trust Department Officer
Trust Operations Manager

*New position

Survey Analysis

The following sections of this report contain tables, like the one shown below, which summarize the survey data. There is one table for each position in each bank asset size category in your geographic region, as well as one table for each position in each bank asset size category for all geographic regions combined.

The top portion of each table shows 25th percentile, mean, median, and 75th percentile base salary, bonus, and total compensation information.

Commercial Loan Officer
Hypothetical Survey Results

	Cases	25th	Mean	Median	75th
Base Salary[1]	34	$13,200	$18,390	$18,761	$25,683
Bonus[2]	13	790	921	972	1,000
Total Compensation[3]	34	13,500	18,949	19,500	26,000
Age	34	25	34	31	59
Years of Education	34	12	16	16	18
Years with Present Bank	34	2	9	6	33
Years in Position	34	1	6	4	28
Reporting Level	34	7	5	4	3
Total Employees Supervised	34	0	1	0	3
Asset Size (Millions)	34	$43.7	$45.8	$46.2	$48.5

[1] *Base Salary* information summarizes the range of base salaries reported by bonus-paying and nonbonus-paying banks combined.

[2] *Bonus* information summarizes the range of bonus awards in bonus-paying banks only.

[3] *Total compensation* information combines base salaries in nonbonus-paying banks with total compensation levels (i.e., base salaries plus bonus awards) in bonus-paying banks.

Because some banks did not report paying bonuses, the reported base salary information plus the reported bonus information may not equal the reported total compensation information.

The bottom portion of each table summarizes pay-related information (i.e., age, education, and so on) collected in the survey. This information is provided to assist you in evaluating your bank's actual pay levels. For example, actual pay levels for one of your bank's officers may be above the survey median compensation levels *because* your officer is older, has greater educa-

tion, years of service and time in position, is at a higher reporting level, and supervises more employees than the median of officers surveyed in his or her position.

The remainder of this section discusses two hypothetical examples, which more fully illustrate the use of this year's survey data.

Hypothetical Example 1

Compare the following data for a *hypothetical* commercial loan officer in your bank with the *hypothetical* survey results for commercial loan officers shown in the sample table on page 5.

Position:	Commercial Loan Officer
Base Salary	$24,500
Bonus	—
Total Compensation	$24,500
Age	45
Education	16
Years with Bank	12
Years in Position	10
Reporting Level	3
Total Employees Supervised	5
Bank Asset Size (Millions)	$47.0

Since your bank's hypothetical commercial loan officer did not receive a bonus, you should compare his or her total compensation of $24,500 with the range of total compensation shown in the sample table. Your bank's commercial loan officer appears to be paid well above the survey median of $19,500, and below the survey 75th percentile of $26,000. However, before concluding that your bank's commercial loan officer is overpaid, consider the following pay-related information:

1. *Age.* At 45 years, your officer is midway between the survey median of 31 and the survey 75th percentile of 59.
2. *Education.* At 16 years, your officer is at the survey median of 16.
3. *Years with bank.* At 12 years, your officer is above the survey median of 6, but well below the survey 75th percentile of 33.
4. *Years in position.* At 10 years, your officer is above the survey median of 4 years, but well below the survey 75th percentile of 28.
5. *Reporting level.* At 3, your officer is at the survey 75th percentile of 3.
6. *Total employees supervised.* At 5, your officer is above the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer probably is not overpaid. This officer is (1) above the survey 75th percentile in total number of employees supervised, (2) at the survey 75th percentile in reporting level; (3) between the survey median and survey 75th percentile in age, years with the bank, years in position, and bank asset size; and (4) at the survey median in education. Thus, this officer's total compensation of $24,500 appears to be justifiable.

Hypothetical Example 2

Let's consider a second *hypothetical* example. Suppose your bank's commercial loan officer has the following characteristics:

Position:	Commercial Loan Officer	
Base Salary	$16,000	
Bonus	1,600	
Total Compensation	$17,600	
Age	31	
Education	18	(MBA)
Years with Bank	4	
Years in Position	4	
Reporting Level	4	
Total Employees Supervised	3	
Bank Asset Size (Millions)	$47.0	

This commercial loan officer's base salary of $16,000 falls between the survey 25th percentile of $13,200 and the survey mean of $18,390. His or her total compensation of $17,600 falls between the survey 25th percentile base salary plus survey 25th percentile bonus of $13,990 and the survey mean base salary plus mean bonus of $19,311. Thus, this officer appears to be underpaid in both base salary and total compensation. This conclusion is reinforced by the following pay-related information:

1. *Age.* At 31, your officer is at the survey 75th percentile of 18.
2. *Education.* At 18 (MBA), your officer is at the survey 75th percentile of 18.
3. *Years with bank.* At 4, your officer is between the survey 25th percentile of 2 and the survey median of 6.
4. *Years in position.* At 4, your officer is at the survey median of 4.
5. *Reporting level.* At 4, your officer is at the survey median of 4.
6. *Total employees supervised.* At 3, your officer is at the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

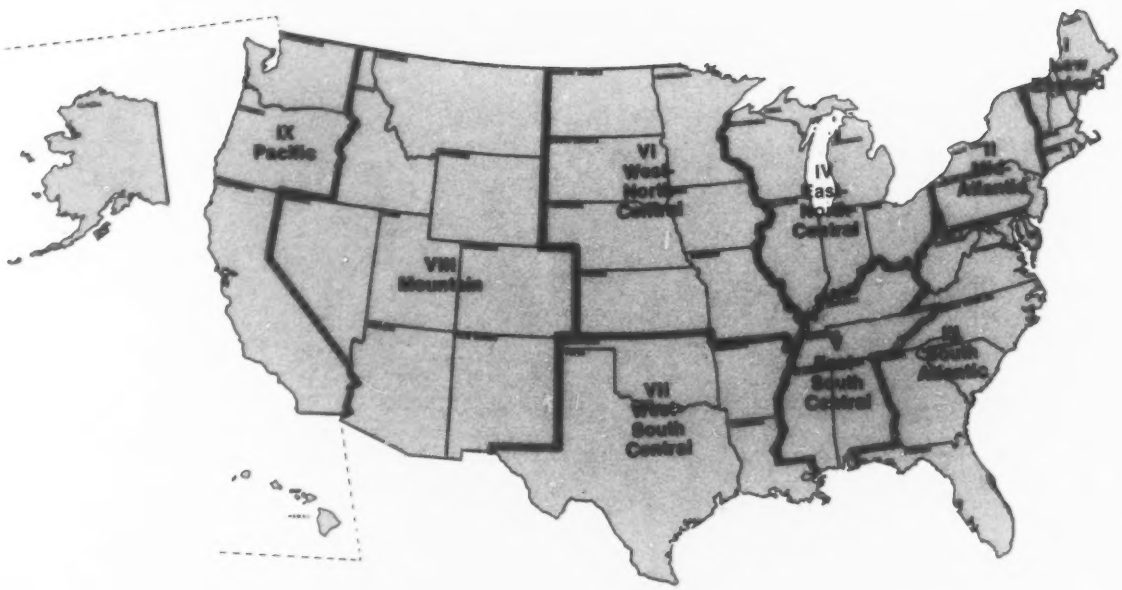
Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably underpaid. This officer is (1) at the survey 75th percentile in education and total employees supervised; (2) between

the survey median and survey 75th percentile in bank asset size; (3) at the survey median in age, years in position, and reporting level; and (4) between the survey 25th percentile and survey mean only in years with the bank. Thus, it would be justifiable to pay this officer at the survey median total compensation level of $19,500. In fact, you might decide that he or she is better qualified and has more responsibility than the median survey commercial loan officer, and should be paid above the survey median total compensation level.

Cash Compensation Data

All Regions Combined

- Banks Under $50 Millions in Asset Size
- Banks $50 Million and Over in Asset Size



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ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: LESS THAN $10 MILLION

Of the 3,203 banks submitting data for the national survey results, 332 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Mortgage Loan Officer
Top Trust Department Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	328	$20,640	$25,608	$25,000	$30,306
BONUS	212	1,500	5,480	3,200	7,864
TOTAL COMPENSATION	328	22,850	29,149	28,100	34,000
AGE	319	40	48	47	56
YEARS OF EDUCATION	326	14	15	16	16
YEARS WITH PRESENT BANK	322	3	13	7	19
YEARS IN POSITION	322	3	8	5	11
REPORTING LEVEL	327	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	322	5	9	8	12
ASSET SIZE (MILLIONS)	328	$5.4	$6.6	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	271	$14,400	$17,682	$17,500	$20,500
BONUS	182	1,000	3,324	1,889	4,400
TOTAL COMPENSATION	271	16,000	19,915	19,200	23,000
AGE	264	32	41	40	49
YEARS OF EDUCATION	270	12	14	14	16
YEARS WITH PRESENT BANK	267	3	10	7	14
YEARS IN POSITION	262	2	5	3	7
REPORTING LEVEL	220	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	228	3	7	6	10
ASSET SIZE (MILLIONS)	271	$5.7	$6.8	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$9,021	$11,822	$10,500	$15,750
BONUS	8	478	593	550	869
TOTAL COMPENSATION	17	9,071	12,101	10,810	16,000
AGE	16	27	39	34	51
YEARS OF EDUCATION	15	12	13	12	14
YEARS WITH PRESENT BANK	16	3	6	4	8
YEARS IN POSITION	16	1	4	2	6
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	2	3	3	5
ASSET SIZE (MILLIONS)	17	$6.2	$7.0	$7.2	$8.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$6,740	$9,848	$11,760	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	7,115	10,090	11,760	12,231
AGE	5	43	54	47	70
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	2	4	3	6
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$5.0	$7.0	$7.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,400	$23,092	$22,800	$27,000
BONUS	6	1,438	3,021	2,237	5,325
TOTAL COMPENSATION	11	18,500	24,739	22,800	29,500
AGE	11	33	43	41	52
YEARS OF EDUCATION	11	14	15	15	16
YEARS WITH PRESENT BANK	11	2	6	3	11
YEARS IN POSITION	11	2	5	3	5
REPORTING LEVEL	10	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	8	3	8	9	12
ASSET SIZE (MILLIONS)	11	$6.8	$7.5	$7.2	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,950	$13,718	$11,000	$18,844
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	10,450	14,298	11,000	19,794
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$6.3	$7.1	$6.8	$8.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$9,625	$11,700	$12,000	$13,425
BONUS	11	350	1,356	1,500	1,720
TOTAL COMPENSATION	16	9,963	12,633	13,250	14,599
AGE	16	28	42	47	56
YEARS OF EDUCATION	16	12	13	12	14
YEARS WITH PRESENT BANK	16	3	13	7	28
YEARS IN POSITION	16	2	7	4	8
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	3	6	6	10
ASSET SIZE (MILLIONS)	16	$5.3	$7.1	$7.6	$8.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$7,800	$10,251	$9,564	$12,450
BONUS	6	536	900	849	1,180
TOTAL COMPENSATION	9	8,329	10,851	10,561	13,310
AGE	8	27	34	31	42
YEARS OF EDUCATION	9	12	14	14	15
YEARS WITH PRESENT BANK	9	2	3	2	4
YEARS IN POSITION	7	2	2	2	2
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	9	$6.2	$6.9	$7.0	$7.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$12,450	$16,419	$15,000	$18,500
BONUS	5	513	1,798	963	3,500
TOTAL COMPENSATION	22	12,450	16,827	15,000	19,200
AGE	21	29	35	35	41
YEARS OF EDUCATION	22	12	14	13	16
YEARS WITH PRESENT BANK	22	2	4	3	4
YEARS IN POSITION	21	2	2	2	3
REPORTING LEVEL	19	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	17	1	3	1	4
ASSET SIZE (MILLIONS)	22	$6.3	$7.6	$8.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$9,723	$11,992	$11,850	$14,300
BONUS	11	482	1,290	525	1,720
TOTAL COMPENSATION	24	10,600	12,583	12,357	15,018
AGE	22	29	33	34	36
YEARS OF EDUCATION	23	12	14	13	16
YEARS WITH PRESENT BANK	23	1	5	4	6
YEARS IN POSITION	23	1	2	2	2
REPORTING LEVEL	24	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	12	1	4	2	7
ASSET SIZE (MILLIONS)	24	$6.9	$7.6	$8.0	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$8,000	$10,090	$10,000	$12,000
BONUS	14	360	1,388	929	2,250
TOTAL COMPENSATION	19	9,120	11,113	10,400	12,600
AGE	17	32	41	39	47
YEARS OF EDUCATION	19	12	13	12	13
YEARS WITH PRESENT BANK	19	4	12	8	17
YEARS IN POSITION	17	2	4	3	5
REPORTING LEVEL	16	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	3	4	3	5
ASSET SIZE (MILLIONS)	19	$5.5	$7.0	$7.3	$8.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$12,000	$14,809	$14,100	$16,650
BONUS	39	750	1,872	1,440	2,400
TOTAL COMPENSATION	73	12,900	15,809	15,000	18,130
AGE	70	30	36	34	41
YEARS OF EDUCATION	72	12	14	15	16
YEARS WITH PRESENT BANK	73	2	5	3	7
YEARS IN POSITION	73	2	3	3	4
REPORTING LEVEL	66	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	51	2	5	4	6
ASSET SIZE (MILLIONS)	73	$6.5	$7.4	$7.8	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$8,800	$10,531	$10,200	$12,000
BONUS	5	500	802	700	1,155
TOTAL COMPENSATION	11	9,200	10,895	10,200	13,000
AGE	11	24	27	26	28
YEARS OF EDUCATION	11	16	16	16	16
YEARS WITH PRESENT BANK	11	2	3	2	4
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	11	$6.0	$7.6	$7.8	$9.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	179	$10,500	$13,240	$12,600	$15,396
BONUS	102	600	1,673	1,000	2,000
TOTAL COMPENSATION	179	11,400	14,194	13,600	16,400
AGE	174	32	41	40	49
YEARS OF EDUCATION	179	12	13	12	14
YEARS WITH PRESENT BANK	178	3	10	8	14
YEARS IN POSITION	172	2	5	3	6
REPORTING LEVEL	163	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	163	4	7	6	9
ASSET SIZE (MILLIONS)	179	$6.0	$7.0	$7.3	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$7,365	$8,930	$9,600	$11,889
BONUS	6	569	1,279	1,530	1,770
TOTAL COMPENSATION	8	7,528	9,889	11,058	13,365
AGE	8	35	42	45	48
YEARS OF EDUCATION	8	12	13	12	12
YEARS WITH PRESENT BANK	8	5	10	8	16
YEARS IN POSITION	8	2	3	3	3
REPORTING LEVEL	6	4	3	4	2
TOTAL EMPLOYEES SUPERVISED	6	6	8	8	11
ASSET SIZE (MILLIONS)	8	$6.9	$8.4	$8.8	$9.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $10 TO $19 MILLION

Of the 3,203 banks submitting data for the national survey results, 651 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	648	$25,008	$31,035	$30,000	$35,000
BONUS	441	1,792	5,719	3,375	6,500
TOTAL COMPENSATION	648	28,115	34,926	33,000	38,683
AGE	632	41	49	49	57
YEARS OF EDUCATION	638	14	15	16	16
YEARS WITH PRESENT BANK	635	5	14	11	22
YEARS IN POSITION	624	4	8	7	12
REPORTING LEVEL	647	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	629	11	61	16	22
ASSET SIZE (MILLIONS)	648	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	564	$18,000	$21,658	$21,000	$24,330
BONUS	375	1,100	3,070	2,000	3,600
TOTAL COMPENSATION	564	19,200	23,699	22,500	26,305
AGE	539	36	44	42	50
YEARS OF EDUCATION	557	12	14	14	16
YEARS WITH PRESENT BANK	552	4	12	9	17
YEARS IN POSITION	535	3	6	5	8
REPORTING LEVEL	491	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	500	5	48	10	17
ASSET SIZE (MILLIONS)	564	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$12,000	$15,294	$15,666	$18,000
BONUS	13	397	1,153	538	1,952
TOTAL COMPENSATION	19	12,200	16,083	16,538	18,500
AGE	19	32	40	37	49
YEARS OF EDUCATION	18	12	14	14	15
YEARS WITH PRESENT BANK	19	2	6	5	6
YEARS IN POSITION	19	2	4	2	5
REPORTING LEVEL	17	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	18	4	10	8	13
ASSET SIZE (MILLIONS)	19	$13.0	$14.8	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	114	$10,475	$13,489	$13,500	$16,000
BONUS	65	395	1,017	625	1,499
TOTAL COMPENSATION	114	11,048	14,069	14,000	16,525
AGE	110	31	40	37	48
YEARS OF EDUCATION	111	12	14	12	16
YEARS WITH PRESENT BANK	113	3	8	5	11
YEARS IN POSITION	109	2	4	3	5
REPORTING LEVEL	104	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	105	2	4	3	5
ASSET SIZE (MILLIONS)	114	$12.9	$15.3	$15.7	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$11,400	$17,501	$15,400	$20,000
BONUS	20	376	2,150	1,775	2,244
TOTAL COMPENSATION	35	11,400	18,730	16,927	24,000
AGE	34	33	43	41	50
YEARS OF EDUCATION	34	12	14	14	16
YEARS WITH PRESENT BANK	33	3	5	5	6
YEARS IN POSITION	33	2	4	3	6
REPORTING LEVEL	34	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	6	3	10
ASSET SIZE (MILLIONS)	35	$13.4	$14.9	$15.0	$17.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$18,000	$21,248	$20,750	$24,000
BONUS	31	1,125	2,746	2,200	3,000
TOTAL COMPENSATION	56	19,575	22,769	21,960	25,612
AGE	53	34	42	37	48
YEARS OF EDUCATION	54	14	15	16	16
YEARS WITH PRESENT BANK	54	2	6	4	10
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	52	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	2	7	4	7
ASSET SIZE (MILLIONS)	56	$14.0	$15.5	$16.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,000	$13,124	$12,000	$15,000
BONUS	28	313	1,580	919	1,700
TOTAL COMPENSATION	43	11,000	14,153	13,010	15,957
AGE	39	26	36	33	43
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	42	3	8	6	8
YEARS IN POSITION	41	2	3	2	3
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	23	1	4	2	7
ASSET SIZE (MILLIONS)	43	$13.0	$15.3	$15.9	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$10,200	$14,180	$13,500	$16,800
BONUS	38	526	1,652	1,004	1,778
TOTAL COMPENSATION	67	11,050	15,118	13,500	17,700
AGE	64	32	42	40	51
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	4	12	9	18
YEARS IN POSITION	63	2	5	3	6
REPORTING LEVEL	65	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	4	10	7	15
ASSET SIZE (MILLIONS)	67	$12.0	$15.0	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$9,000	$10,843	$10,350	$12,130
BONUS	21	368	1,308	1,000	1,225
TOTAL COMPENSATION	46	9,195	11,440	10,800	12,700
AGE	45	29	34	31	40
YEARS OF EDUCATION	45	12	14	13	15
YEARS WITH PRESENT BANK	46	2	6	3	8
YEARS IN POSITION	45	1	3	2	3
REPORTING LEVEL	40	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	1	6	3	10
ASSET SIZE (MILLIONS)	46	$13.9	$15.6	$15.8	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	187	$13,200	$15,929	$15,500	$18,100
BONUS	115	500	1,443	1,070	1,590
TOTAL COMPENSATION	187	13,910	16,816	16,000	19,600
AGE	178	30	37	34	42
YEARS OF EDUCATION	183	12	14	14	16
YEARS WITH PRESENT BANK	182	3	6	5	8
YEARS IN POSITION	177	2	4	3	5
REPORTING LEVEL	174	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	135	2	4	3	4
ASSET SIZE (MILLIONS)	187	$12.9	$15.1	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	138	$10,017	$11,858	$11,962	$13,200
BONUS	85	408	904	724	1,112
TOTAL COMPENSATION	138	10,700	12,415	12,038	14,000
AGE	130	27	34	31	38
YEARS OF EDUCATION	134	12	14	14	16
YEARS WITH PRESENT BANK	135	3	7	5	8
YEARS IN POSITION	132	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	75	1	4	2	5
ASSET SIZE (MILLIONS)	138	$12.6	$15.3	$15.5	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$10,200	$12,416	$12,000	$13,480
BONUS	48	793	1,927	1,250	2,000
TOTAL COMPENSATION	93	10,450	13,411	12,500	14,370
AGE	85	32	42	41	51
YEARS OF EDUCATION	91	12	13	12	16
YEARS WITH PRESENT BANK	92	4	12	9	17
YEARS IN POSITION	84	2	4	2	4
REPORTING LEVEL	80	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	50	3	9	6	12
ASSET SIZE (MILLIONS)	93	$11.9	$14.5	$14.9	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	254	$13,200	$16,006	$15,980	$18,738
BONUS	155	700	1,784	1,200	2,200
TOTAL COMPENSATION	254	14,000	17,095	16,910	19,617
AGE	241	31	39	36	45
YEARS OF EDUCATION	252	12	14	15	16
YEARS WITH PRESENT BANK	250	3	8	6	10
YEARS IN POSITION	244	2	4	3	5
REPORTING LEVEL	229	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	161	2	5	3	6
ASSET SIZE (MILLIONS)	254	$12.6	$15.0	$15.4	$17.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$12,360	$16,097	$15,000	$18,200
BONUS	19	800	2,824	1,200	3,000
TOTAL COMPENSATION	31	12,800	17,828	15,900	20,000
AGE	28	37	44	44	49
YEARS OF EDUCATION	30	12	13	12	14
YEARS WITH PRESENT BANK	29	3	9	6	13
YEARS IN POSITION	29	2	4	2	5
REPORTING LEVEL	27	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	7	3	12
ASSET SIZE (MILLIONS)	31	$15.2	$16.2	$17.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$9,200	$11,015	$10,800	$12,480
BONUS	22	200	668	481	932
TOTAL COMPENSATION	43	9,450	11,357	11,000	13,000
AGE	41	24	28	27	30
YEARS OF EDUCATION	43	16	16	16	16
YEARS WITH PRESENT BANK	42	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	34	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	1	5	3	7
ASSET SIZE (MILLIONS)	43	$12.5	$15.3	$15.4	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	458	$12,500	$15,989	$15,500	$18,975
BONUS	296	750	1,873	1,208	2,400
TOTAL COMPENSATION	458	13,200	17,199	16,500	19,925
AGE	443	33	41	40	49
YEARS OF EDUCATION	451	12	14	13	16
YEARS WITH PRESENT BANK	451	5	11	9	16
YEARS IN POSITION	438	2	5	4	7
REPORTING LEVEL	423	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	428	6	12	10	16
ASSET SIZE (MILLIONS)	458	$12.2	$14.7	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$10,475	$13,005	$12,100	$14,425
BONUS	37	713	1,875	1,000	1,663
TOTAL COMPENSATION	54	10,975	14,290	13,282	15,000
AGE	51	35	43	42	51
YEARS OF EDUCATION	54	12	13	12	14
YEARS WITH PRESENT BANK	53	6	13	11	19
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	47	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	4	11	10	16
ASSET SIZE (MILLIONS)	54	$13.0	$15.0	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$14,804	$28,134	$20,000	$31,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	14,854	29,496	20,000	33,180
AGE	9	41	48	49	55
YEARS OF EDUCATION	9	13	15	14	17
YEARS WITH PRESENT BANK	9	6	12	10	20
YEARS IN POSITION	9	2	7	6	11
REPORTING LEVEL	7	4	3	2	2
TOTAL EMPLOYEES SUPERVISED	7	2	14	8	24
ASSET SIZE (MILLIONS)	9	$13.8	$15.4	$15.3	$18.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $20 TO $29 MILLION

Of the 3,203 banks submitting data for the national survey results, 463 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	460	$30,000	$36,206	$35,000	$40,000
BONUS	289	2,130	5,387	4,000	7,000
TOTAL COMPENSATION	460	32,800	39,590	37,294	44,675
AGE	451	43	50	50	56
YEARS OF EDUCATION	454	14	15	16	16
YEARS WITH PRESENT BANK	453	6	15	12	22
YEARS IN POSITION	442	4	8	7	11
REPORTING LEVEL	458	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	447	20	35	28	35
ASSET SIZE (MILLIONS)	460	$22.0	$24.3	$24.1	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	395	$21,400	$25,109	$25,000	$28,500
BONUS	239	1,250	3,294	2,260	4,012
TOTAL COMPENSATION	395	23,000	27,103	26,600	30,762
AGE	389	37	45	43	52
YEARS OF EDUCATION	391	12	14	15	16
YEARS WITH PRESENT BANK	388	5	13	10	19
YEARS IN POSITION	374	3	6	5	8
REPORTING LEVEL	362	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	354	8	30	20	31
ASSET SIZE (MILLIONS)	395	$22.0	$24.3	$24.2	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$13,356	$17,265	$18,000	$20,000
BONUS	20	506	1,631	1,200	1,993
TOTAL COMPENSATION	42	13,875	18,041	18,861	21,125
AGE	39	33	40	37	46
YEARS OF EDUCATION	41	12	13	13	15
YEARS WITH PRESENT BANK	40	4	10	7	13
YEARS IN POSITION	39	2	5	4	6
REPORTING LEVEL	38	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	42	6	10	9	12
ASSET SIZE (MILLIONS)	42	$23.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	149	$11,224	$14,167	$13,800	$16,585
BONUS	88	500	1,234	988	1,539
TOTAL COMPENSATION	149	11,713	14,896	14,500	17,450
AGE	144	32	41	40	50
YEARS OF EDUCATION	146	12	13	12	15
YEARS WITH PRESENT BANK	146	3	10	7	12
YEARS IN POSITION	144	2	5	3	6
REPORTING LEVEL	141	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	144	3	4	4	5
ASSET SIZE (MILLIONS)	149	$22.6	$24.9	$25.0	$27.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,150	$17,769	$16,700	$21,063
BONUS	34	514	1,330	1,000	1,852
TOTAL COMPENSATION	70	12,775	18,415	17,050	23,025
AGE	68	33	44	43	54
YEARS OF EDUCATION	67	13	15	16	16
YEARS WITH PRESENT BANK	69	2	8	5	8
YEARS IN POSITION	66	2	4	3	5
REPORTING LEVEL	66	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	1	7	3	6
ASSET SIZE (MILLIONS)	70	$23.0	$25.3	$25.2	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$18,000	$21,972	$21,550	$25,515
BONUS	70	825	2,546	1,883	3,379
TOTAL COMPENSATION	128	19,000	23,365	22,796	27,328
AGE	127	34	42	40	49
YEARS OF EDUCATION	126	14	15	16	16
YEARS WITH PRESENT BANK	128	3	8	6	11
YEARS IN POSITION	122	2	4	3	5
REPORTING LEVEL	118	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	8	4	7
ASSET SIZE (MILLIONS)	128	$22.9	$24.9	$25.0	$27.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$11,250	$13,591	$13,840	$16,000
BONUS	31	500	1,680	1,200	1,769
TOTAL COMPENSATION	49	12,000	14,654	14,700	17,055
AGE	49	27	34	31	40
YEARS OF EDUCATION	49	12	14	16	16
YEARS WITH PRESENT BANK	49	3	8	6	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	47	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	29	1	5	2	6
ASSET SIZE (MILLIONS)	49	$22.5	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	85	$13,000	$16,123	$15,000	$19,000
BONUS	50	594	1,341	1,119	1,725
TOTAL COMPENSATION	85	14,075	16,911	16,000	19,851
AGE	83	32	41	39	50
YEARS OF EDUCATION	83	12	14	14	16
YEARS WITH PRESENT BANK	83	3	11	7	17
YEARS IN POSITION	80	2	5	3	7
REPORTING LEVEL	83	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	69	4	12	9	18
ASSET SIZE (MILLIONS)	85	$22.6	$24.8	$25.0	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	79	$10,000	$11,053	$11,075	$12,500
BONUS	40	465	847	750	1,000
TOTAL COMPENSATION	79	10,000	11,482	11,700	13,000
AGE	78	27	35	32	41
YEARS OF EDUCATION	79	12	14	13	16
YEARS WITH PRESENT BANK	79	2	5	3	6
YEARS IN POSITION	79	2	3	2	3
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	1	6	3	7
ASSET SIZE (MILLIONS)	79	$22.0	$24.8	$25.0	$27.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	255	$14,500	$17,120	$16,500	$19,500
BONUS	151	750	1,766	1,500	2,150
TOTAL COMPENSATION	255	15,050	18,165	17,810	20,790
AGE	251	32	39	37	45
YEARS OF EDUCATION	251	12	14	14	16
YEARS WITH PRESENT BANK	254	3	8	6	10
YEARS IN POSITION	248	2	5	3	6
REPORTING LEVEL	241	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	2	5	3	5
ASSET SIZE (MILLIONS)	255	$22.0	$24.5	$24.7	$26.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$10,800	$12,453	$12,250	$14,200
BONUS	93	554	1,129	1,037	1,500
TOTAL COMPENSATION	183	11,390	13,027	12,844	14,800
AGE	181	28	34	32	39
YEARS OF EDUCATION	182	12	14	14	16
YEARS WITH PRESENT BANK	182	2	6	5	8
YEARS IN POSITION	176	2	3	2	3
REPORTING LEVEL	175	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	97	1	4	2	5
ASSET SIZE (MILLIONS)	183	$23.0	$25.2	$25.3	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	115	$10,644	$13,629	$12,550	$15,000
BONUS	60	789	1,384	1,155	1,628
TOTAL COMPENSATION	115	11,100	14,351	13,000	15,805
AGE	113	31	41	41	50
YEARS OF EDUCATION	112	12	14	13	16
YEARS WITH PRESENT BANK	113	5	11	9	15
YEARS IN POSITION	111	2	4	3	5
REPORTING LEVEL	107	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	57	1	10	3	12
ASSET SIZE (MILLIONS)	115	$23.0	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	232	$15,000	$18,089	$18,000	$20,200
BONUS	134	773	2,056	1,485	2,500
TOTAL COMPENSATION	232	16,000	19,276	18,975	22,384
AGE	221	32	40	37	47
YEARS OF EDUCATION	227	12	14	14	16
YEARS WITH PRESENT BANK	225	3	9	7	12
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	221	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	164	2	6	4	7
ASSET SIZE (MILLIONS)	232	$22.9	$24.7	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$14,040	$17,982	$18,000	$20,501
BONUS	30	769	1,644	1,368	2,015
TOTAL COMPENSATION	67	15,000	18,718	18,750	21,200
AGE	65	32	41	40	49
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	3	9	8	12
YEARS IN POSITION	63	2	4	3	4
REPORTING LEVEL	64	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	8	3	4
ASSET SIZE (MILLIONS)	67	$22.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$9,195	$10,901	$10,350	$12,500
BONUS	11	215	802	500	1,340
TOTAL COMPENSATION	32	9,615	11,176	10,500	12,957
AGE	31	24	27	25	28
YEARS OF EDUCATION	32	16	16	16	16
YEARS WITH PRESENT BANK	32	2	4	2	3
YEARS IN POSITION	30	1	2	2	2
REPORTING LEVEL	31	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	4	6
ASSET SIZE (MILLIONS)	32	$22.0	$24.5	$24.5	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	353	$15,454	$18,296	$18,000	$21,000
BONUS	192	810	2,131	1,500	2,500
TOTAL COMPENSATION	353	16,225	19,455	19,200	22,978
AGE	351	33	41	40	47
YEARS OF EDUCATION	348	12	14	14	16
YEARS WITH PRESENT BANK	351	5	11	8	17
YEARS IN POSITION	339	2	5	4	6
REPORTING LEVEL	335	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	329	11	20	18	27
ASSET SIZE (MILLIONS)	353	$22.0	$24.4	$24.5	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$12,000	$15,026	$13,900	$16,500
BONUS	37	740	1,585	1,300	2,060
TOTAL COMPENSATION	72	12,500	15,841	14,607	17,125
AGE	70	33	42	42	49
YEARS OF EDUCATION	69	12	14	13	16
YEARS WITH PRESENT BANK	70	6	12	10	19
YEARS IN POSITION	68	2	4	3	4
REPORTING LEVEL	67	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	57	5	16	15	23
ASSET SIZE (MILLIONS)	72	$22.3	$24.6	$24.8	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$12,600	$18,085	$17,520	$19,795
BONUS	15	950	1,931	1,385	2,673
TOTAL COMPENSATION	23	13,550	19,344	18,808	22,200
AGE	23	37	46	45	58
YEARS OF EDUCATION	21	14	16	16	17
YEARS WITH PRESENT BANK	23	3	13	10	22
YEARS IN POSITION	23	2	6	3	9
REPORTING LEVEL	20	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	1	3	1	2
ASSET SIZE (MILLIONS)	23	$23.0	$25.1	$25.1	$27.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $30 TO $39 MILLION

Of the 3,203 banks submitting data for the national survey results, 375 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	373	$33,342	$38,466	$38,000	$43,475
BONUS	236	2,126	6,021	4,114	7,000
TOTAL COMPENSATION	373	35,368	42,275	41,400	48,000
AGE	366	45	52	52	59
YEARS OF EDUCATION	371	14	15	16	16
YEARS WITH PRESENT BANK	364	6	17	15	26
YEARS IN POSITION	360	4	9	7	12
REPORTING LEVEL	373	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	356	28	39	38	49
ASSET SIZE (MILLIONS)	373	$31.3	$34.1	$34.0	$36.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	317	$24,000	$28,123	$27,500	$31,000
BONUS	192	1,500	3,649	2,500	4,424
TOTAL COMPENSATION	317	25,004	30,333	29,500	34,235
AGE	308	40	48	48	55
YEARS OF EDUCATION	313	12	15	15	16
YEARS WITH PRESENT BANK	310	7	15	13	23
YEARS IN POSITION	303	3	7	6	10
REPORTING LEVEL	300	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	289	9	27	26	42
ASSET SIZE (MILLIONS)	317	$31.4	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$14,400	$17,404	$18,000	$20,688
BONUS	29	808	1,615	1,400	2,005
TOTAL COMPENSATION	56	15,000	18,241	18,517	20,688
AGE	54	35	43	41	51
YEARS OF EDUCATION	54	12	14	14	16
YEARS WITH PRESENT BANK	54	4	10	9	14
YEARS IN POSITION	51	2	4	3	5
REPORTING LEVEL	51	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	53	6	11	10	14
ASSET SIZE (MILLIONS)	56	$31.9	$34.6	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	161	$10,500	$13,731	$13,200	$16,166
BONUS	84	500	1,180	950	1,561
TOTAL COMPENSATION	161	11,100	14,347	13,810	16,623
AGE	156	33	40	39	48
YEARS OF EDUCATION	158	12	13	12	15
YEARS WITH PRESENT BANK	156	4	9	7	12
YEARS IN POSITION	154	2	4	3	5
REPORTING LEVEL	153	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	156	3	5	4	6
ASSET SIZE (MILLIONS)	161	$32.0	$34.4	$34.7	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$13,150	$17,374	$17,175	$20,150
BONUS	49	563	1,484	1,100	1,862
TOTAL COMPENSATION	86	13,500	18,219	17,516	21,970
AGE	83	32	43	41	51
YEARS OF EDUCATION	83	12	15	16	16
YEARS WITH PRESENT BANK	85	3	9	6	12
YEARS IN POSITION	83	2	4	2	5
REPORTING LEVEL	81	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	43	1	5	2	4
ASSET SIZE (MILLIONS)	86	$32.0	$34.7	$35.0	$37.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	141	$19,950	$23,325	$23,500	$26,450
BONUS	74	1,200	2,266	1,768	3,026
TOTAL COMPENSATION	141	20,910	24,515	24,170	27,789
AGE	139	35	42	39	47
YEARS OF EDUCATION	140	13	15	16	16
YEARS WITH PRESENT BANK	139	4	10	8	13
YEARS IN POSITION	137	2	5	3	6
REPORTING LEVEL	136	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	118	3	9	5	9
ASSET SIZE (MILLIONS)	141	$32.0	$34.8	$35.0	$38.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,075	$14,687	$14,835	$17,000
BONUS	26	264	926	606	1,425
TOTAL COMPENSATION	70	12,175	15,031	15,170	17,525
AGE	67	29	35	33	38
YEARS OF EDUCATION	68	12	14	15	16
YEARS WITH PRESENT BANK	67	3	7	5	9
YEARS IN POSITION	64	2	3	2	4
REPORTING LEVEL	66	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	1	6	2	4
ASSET SIZE (MILLIONS)	70	$32.0	$34.5	$35.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$13,800	$16,661	$16,000	$19,000
BONUS	42	663	1,610	1,227	1,932
TOTAL COMPENSATION	83	14,012	17,476	16,374	21,000
AGE	80	32	39	36	47
YEARS OF EDUCATION	82	12	14	14	16
YEARS WITH PRESENT BANK	82	6	11	8	15
YEARS IN POSITION	79	2	4	3	5
REPORTING LEVEL	80	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	66	2	7	4	10
ASSET SIZE (MILLIONS)	83	$32.0	$34.6	$34.7	$37.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	113	$10,000	$11,787	$11,340	$13,200
BONUS	53	400	846	700	1,269
TOTAL COMPENSATION	113	10,125	12,183	11,572	14,165
AGE	106	27	35	32	41
YEARS OF EDUCATION	112	12	13	13	15
YEARS WITH PRESENT BANK	110	2	5	4	6
YEARS IN POSITION	108	2	3	2	3
REPORTING LEVEL	102	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	32	1	3	2	3
ASSET SIZE (MILLIONS)	113	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	260	$15,300	$18,306	$18,000	$20,998
BONUS	139	862	1,720	1,435	2,300
TOTAL COMPENSATION	260	16,213	19,226	19,000	21,657
AGE	253	33	40	38	45
YEARS OF EDUCATION	258	12	14	14	16
YEARS WITH PRESENT BANK	256	4	9	8	12
YEARS IN POSITION	249	2	5	3	6
REPORTING LEVEL	248	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	218	2	5	4	5
ASSET SIZE (MILLIONS)	260	$31.4	$34.1	$34.0	$36.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	195	$11,400	$13,190	$12,600	$15,000
BONUS	101	500	1,183	900	1,500
TOTAL COMPENSATION	195	11,700	13,803	13,200	15,700
AGE	189	28	35	33	41
YEARS OF EDUCATION	191	12	14	14	16
YEARS WITH PRESENT BANK	190	3	7	6	10
YEARS IN POSITION	187	2	3	2	4
REPORTING LEVEL	183	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	95	1	4	2	4
ASSET SIZE (MILLIONS)	195	$32.0	$34.2	$34.0	$36.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	142	$11,879	$14,380	$14,000	$16,500
BONUS	83	500	1,220	950	1,500
TOTAL COMPENSATION	142	12,211	15,093	14,500	17,200
AGE	134	32	41	39	51
YEARS OF EDUCATION	137	12	14	14	16
YEARS WITH PRESENT BANK	136	4	12	8	17
YEARS IN POSITION	134	2	4	3	4
REPORTING LEVEL	130	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	61	1	9	3	12
ASSET SIZE (MILLIONS)	142	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	229	$16,000	$19,296	$19,200	$21,884
BONUS	140	844	2,166	1,720	2,675
TOTAL COMPENSATION	229	16,700	20,621	20,150	24,017
AGE	225	34	42	41	49
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	224	5	11	9	15
YEARS IN POSITION	219	2	5	4	8
REPORTING LEVEL	216	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	148	2	7	4	8
ASSET SIZE (MILLIONS)	229	$31.6	$34.2	$34.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$14,000	$17,878	$17,160	$21,000
BONUS	42	581	1,489	1,164	2,062
TOTAL COMPENSATION	91	14,500	18,565	18,000	22,000
AGE	91	35	42	41	48
YEARS OF EDUCATION	91	12	14	14	16
YEARS WITH PRESENT BANK	90	3	10	8	14
YEARS IN POSITION	88	2	4	3	5
REPORTING LEVEL	89	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	73	1	4	2	4
ASSET SIZE (MILLIONS)	91	$32.0	$34.5	$35.0	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$9,475	$11,050	$10,800	$12,075
BONUS	15	138	999	400	1,000
TOTAL COMPENSATION	42	9,573	11,407	11,175	12,375
AGE	40	25	27	27	29
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	41	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	38	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	7	6	11
ASSET SIZE (MILLIONS)	42	$32.0	$34.2	$33.5	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	313	$17,204	$20,411	$20,100	$23,400
BONUS	175	900	2,201	1,719	2,880
TOTAL COMPENSATION	313	18,000	21,641	20,991	24,500
AGE	307	35	43	42	50
YEARS OF EDUCATION	309	12	14	14	16
YEARS WITH PRESENT BANK	308	6	13	10	18
YEARS IN POSITION	302	2	6	4	8
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	299	14	24	21	33
ASSET SIZE (MILLIONS)	313	$31.1	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$12,063	$15,813	$15,100	$18,000
BONUS	43	496	1,573	1,100	1,734
TOTAL COMPENSATION	80	12,518	16,659	16,025	18,999
AGE	79	34	44	43	52
YEARS OF EDUCATION	80	12	14	14	16
YEARS WITH PRESENT BANK	79	7	12	11	15
YEARS IN POSITION	78	2	4	3	6
REPORTING LEVEL	76	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	4	18	12	29
ASSET SIZE (MILLIONS)	80	$32.0	$34.5	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$15,000	$20,190	$19,710	$24,363
BONUS	39	1,000	2,272	1,700	3,000
TOTAL COMPENSATION	58	16,528	21,718	21,100	25,751
AGE	55	34	45	45	54
YEARS OF EDUCATION	55	13	15	16	16
YEARS WITH PRESENT BANK	55	6	13	8	18
YEARS IN POSITION	54	3	6	5	8
REPORTING LEVEL	56	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	4	2	3
ASSET SIZE (MILLIONS)	58	$32.0	$34.6	$35.0	$37.5

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $40 TO $49 MILLION

Of the 3,203 banks submitting data for the national survey results, 358 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	357	$37,500	$43,556	$42,600	$48,000
BONUS	213	2,910	6,894	4,635	8,536
TOTAL COMPENSATION	357	40,000	47,669	45,680	52,050
AGE	347	46	52	52	58
YEARS OF EDUCATION	351	14	15	16	16
YEARS WITH PRESENT BANK	350	8	17	14	24
YEARS IN POSITION	347	4	9	8	12
REPORTING LEVEL	357	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	340	40	53	51	65
ASSET SIZE (MILLIONS)	357	$42.0	$45.1	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	304	$26,400	$30,913	$30,000	$34,230
BONUS	171	2,000	3,919	3,000	5,000
TOTAL COMPENSATION	304	27,796	33,117	32,094	37,000
AGE	299	41	48	47	54
YEARS OF EDUCATION	297	13	15	16	16
YEARS WITH PRESENT BANK	300	6	15	14	22
YEARS IN POSITION	295	2	6	5	8
REPORTING LEVEL	288	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	281	10	34	33	50
ASSET SIZE (MILLIONS)	304	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$16,000	$19,905	$19,000	$22,500
BONUS	47	1,023	2,144	1,650	2,471
TOTAL COMPENSATION	91	17,000	21,013	19,910	24,000
AGE	88	34	43	41	49
YEARS OF EDUCATION	89	12	14	14	16
YEARS WITH PRESENT BANK	90	4	10	8	14
YEARS IN POSITION	87	2	5	4	6
REPORTING LEVEL	90	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	87	9	14	11	16
ASSET SIZE (MILLIONS)	91	$42.0	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$11,500	$14,554	$14,000	$17,420
BONUS	92	596	1,311	1,180	1,718
TOTAL COMPENSATION	183	11,700	15,213	14,800	18,394
AGE	177	33	41	40	48
YEARS OF EDUCATION	180	12	13	12	14
YEARS WITH PRESENT BANK	179	5	11	9	15
YEARS IN POSITION	173	2	4	3	6
REPORTING LEVEL	177	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	172	3	5	5	6
ASSET SIZE (MILLIONS)	183	$42.0	$45.4	$45.8	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,290	$18,223	$18,000	$22,000
BONUS	56	500	1,239	1,000	1,770
TOTAL COMPENSATION	121	14,300	18,796	18,692	22,500
AGE	116	35	44	42	53
YEARS OF EDUCATION	118	12	14	14	16
YEARS WITH PRESENT BANK	120	3	9	7	12
YEARS IN POSITION	119	2	4	3	6
REPORTING LEVEL	113	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	67	1	6	2	5
ASSET SIZE (MILLIONS)	121	$42.7	$45.7	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$20,015	$24,357	$24,000	$27,648
BONUS	98	948	2,328	1,953	3,288
TOTAL COMPENSATION	198	21,313	25,510	25,000	29,181
AGE	191	34	41	39	47
YEARS OF EDUCATION	191	14	15	16	16
YEARS WITH PRESENT BANK	192	3	9	7	13
YEARS IN POSITION	185	2	5	4	6
REPORTING LEVEL	187	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	158	2	8	5	10
ASSET SIZE (MILLIONS)	198	$42.4	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	99	$13,500	$16,099	$15,500	$19,100
BONUS	50	375	1,024	740	1,275
TOTAL COMPENSATION	99	13,700	16,616	16,000	19,300
AGE	94	30	36	33	40
YEARS OF EDUCATION	96	12	15	16	16
YEARS WITH PRESENT BANK	96	3	7	5	8
YEARS IN POSITION	92	2	3	2	4
REPORTING LEVEL	94	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	2	4
ASSET SIZE (MILLIONS)	99	$41.0	$45.1	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	124	$15,063	$19,023	$18,900	$22,242
BONUS	63	750	1,503	1,350	1,875
TOTAL COMPENSATION	124	15,775	19,786	19,493	23,150
AGE	121	32	42	40	50
YEARS OF EDUCATION	123	12	15	15	16
YEARS WITH PRESENT BANK	123	5	12	10	17
YEARS IN POSITION	119	2	5	3	7
REPORTING LEVEL	118	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	11	4	10
ASSET SIZE (MILLIONS)	124	$42.4	$45.8	$46.6	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	156	$9,600	$11,907	$11,470	$13,795
BONUS	64	318	865	775	1,245
TOTAL COMPENSATION	156	10,000	12,262	11,525	14,296
AGE	151	27	35	31	39
YEARS OF EDUCATION	150	12	14	13	15
YEARS WITH PRESENT BANK	152	2	5	3	5
YEARS IN POSITION	150	2	3	2	3
REPORTING LEVEL	147	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	59	1	2	1	2
ASSET SIZE (MILLIONS)	156	$43.6	$45.9	$47.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	279	$16,080	$19,066	$18,700	$21,600
BONUS	146	815	1,694	1,357	2,333
TOTAL COMPENSATION	279	17,000	19,953	19,500	22,450
AGE	271	33	41	39	46
YEARS OF EDUCATION	268	12	14	14	16
YEARS WITH PRESENT BANK	274	5	10	8	12
YEARS IN POSITION	267	2	6	4	7
REPORTING LEVEL	266	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	233	3	6	5	6
ASSET SIZE (MILLIONS)	279	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	226	$12,038	$13,933	$13,680	$15,425
BONUS	109	500	1,011	1,000	1,400
TOTAL COMPENSATION	226	12,500	14,420	14,000	16,000
AGE	222	29	35	33	38
YEARS OF EDUCATION	222	12	14	14	16
YEARS WITH PRESENT BANK	224	3	7	6	10
YEARS IN POSITION	217	2	3	3	4
REPORTING LEVEL	216	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	124	1	3	2	4
ASSET SIZE (MILLIONS)	226	$42.0	$45.3	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	199	$12,400	$15,059	$14,400	$17,000
BONUS	105	500	1,295	1,000	1,600
TOTAL COMPENSATION	199	13,000	15,742	15,000	17,600
AGE	195	31	40	39	48
YEARS OF EDUCATION	194	12	14	14	16
YEARS WITH PRESENT BANK	198	4	10	8	13
YEARS IN POSITION	194	2	4	3	5
REPORTING LEVEL	173	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	1	7	1	3
ASSET SIZE (MILLIONS)	199	$42.0	$45.4	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	202	$16,400	$19,677	$18,650	$23,000
BONUS	107	964	1,839	1,580	2,400
TOTAL COMPENSATION	202	17,008	20,651	20,173	24,000
AGE	200	34	42	41	48
YEARS OF EDUCATION	199	12	14	14	16
YEARS WITH PRESENT BANK	201	4	11	8	15
YEARS IN POSITION	195	2	5	4	7
REPORTING LEVEL	195	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	133	2	6	4	8
ASSET SIZE (MILLIONS)	202	$42.0	$45.1	$45.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	151	$15,000	$19,396	$19,260	$22,645
BONUS	80	725	1,611	1,228	2,250
TOTAL COMPENSATION	151	16,400	20,250	19,600	23,250
AGE	148	34	43	42	51
YEARS OF EDUCATION	149	12	14	14	16
YEARS WITH PRESENT BANK	150	4	11	8	15
YEARS IN POSITION	145	2	5	4	7
REPORTING LEVEL	146	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	111	1	4	2	3
ASSET SIZE (MILLIONS)	151	$42.0	$45.6	$46.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$9,500	$11,045	$10,800	$12,000
BONUS	21	160	685	500	1,042
TOTAL COMPENSATION	55	9,600	11,307	11,000	12,563
AGE	52	25	28	27	29
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	53	2	3	2	4
YEARS IN POSITION	53	1	2	2	2
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	2	5	2	10
ASSET SIZE (MILLIONS)	55	$41.4	$44.7	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	309	$18,330	$22,448	$21,120	$24,948
BONUS	167	1,080	2,153	1,760	2,695
TOTAL COMPENSATION	309	19,325	23,612	22,400	26,450
AGE	305	36	43	43	50
YEARS OF EDUCATION	304	12	14	14	16
YEARS WITH PRESENT BANK	306	6	13	11	20
YEARS IN POSITION	297	2	6	4	8
REPORTING LEVEL	299	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	291	16	31	29	41
ASSET SIZE (MILLIONS)	309	$42.0	$45.0	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	140	$13,000	$16,069	$15,125	$18,150
BONUS	62	611	1,426	1,145	1,800
TOTAL COMPENSATION	140	13,500	16,701	16,000	18,612
AGE	138	33	42	40	50
YEARS OF EDUCATION	136	12	14	14	16
YEARS WITH PRESENT BANK	138	6	12	9	16
YEARS IN POSITION	137	2	4	3	5
REPORTING LEVEL	135	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	107	3	20	9	28
ASSET SIZE (MILLIONS)	140	$44.0	$46.0	$47.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	100	$16,425	$20,715	$20,735	$24,000
BONUS	55	1,000	1,931	1,667	2,683
TOTAL COMPENSATION	100	17,000	21,777	21,570	25,075
AGE	98	37	45	44	53
YEARS OF EDUCATION	99	13	15	16	16
YEARS WITH PRESENT BANK	98	3	12	8	16
YEARS IN POSITION	96	2	6	4	8
REPORTING LEVEL	96	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	84	1	3	2	3
ASSET SIZE (MILLIONS)	100	$42.0	$45.5	$46.0	$49.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $50 TO $99 MILLION

Of the 3,203 banks submitting data for the national survey results, 431 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Correspondent Bank Officer
Top International Banking Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	425	$42,450	$50,226	$49,000	$55,256
BONUS	220	3,639	8,477	5,375	10,000
TOTAL COMPENSATION	425	45,000	54,613	52,200	61,000
AGE	418	46	53	54	59
YEARS OF EDUCATION	410	14	15	16	16
YEARS WITH PRESENT BANK	419	8	18	16	26
YEARS IN POSITION	414	4	9	7	12
REPORTING LEVEL	424	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	407	65	85	83	102
ASSET SIZE (MILLIONS)	425	$62.0	$72.8	$72.2	$83.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	350	$30,000	$35,531	$34,000	$39,375
BONUS	168	2,246	4,796	3,425	5,682
TOTAL COMPENSATION	350	31,275	37,833	35,620	42,106
AGE	345	42	49	48	56
YEARS OF EDUCATION	339	13	15	16	16
YEARS WITH PRESENT BANK	346	7	17	15	26
YEARS IN POSITION	335	2	6	4	7
REPORTING LEVEL	332	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	321	15	55	59	84
ASSET SIZE (MILLIONS)	350	$60.7	$71.9	$70.9	$82.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	146	$20,225	$26,646	$26,500	$30,500
BONUS	58	1,435	2,711	2,150	3,456
TOTAL COMPENSATION	146	21,981	27,723	27,000	31,275
AGE	143	38	46	46	54
YEARS OF EDUCATION	144	12	14	15	16
YEARS WITH PRESENT BANK	145	7	15	14	23
YEARS IN POSITION	142	2	5	4	7
REPORTING LEVEL	143	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	138	7	43	38	69
ASSET SIZE (MILLIONS)	146	$62.9	$75.3	$77.2	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	38	$15,383	$18,741	$17,850	$20,750
BONUS	13	893	1,231	1,218	1,695
TOTAL COMPENSATION	38	15,460	19,162	18,103	22,001
AGE	38	34	43	42	50
YEARS OF EDUCATION	36	12	14	14	16
YEARS WITH PRESENT BANK	38	6	11	11	14
YEARS IN POSITION	37	3	6	5	7
REPORTING LEVEL	37	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	20	1	9	1	3
ASSET SIZE (MILLIONS)	38	$62.1	$75.1	$72.8	$89.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$20,750	$26,932	$24,720	$31,570
BONUS	17	1,435	2,144	1,800	2,967
TOTAL COMPENSATION	43	21,318	27,780	25,465	32,000
AGE	42	37	47	45	58
YEARS OF EDUCATION	37	13	15	16	16
YEARS WITH PRESENT BANK	42	8	18	14	24
YEARS IN POSITION	40	3	7	5	10
REPORTING LEVEL	40	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	30	1	26	3	34
ASSET SIZE (MILLIONS)	43	$67.8	$78.9	$80.0	$89.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,713	$21,468	$16,430	$29,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12,713	21,968	17,929	29,125
AGE	6	39	45	43	52
YEARS OF EDUCATION	5	13	15	16	16
YEARS WITH PRESENT BANK	6	6	12	12	17
YEARS IN POSITION	6	3	4	5	6
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$71.4	$78.5	$77.5	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	64	$18,250	$21,621	$21,000	$25,325
BONUS	21	675	1,629	1,000	2,082
TOTAL COMPENSATION	64	19,050	22,156	21,100	25,325
AGE	61	36	43	43	50
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	6	13	10	19
YEARS IN POSITION	60	2	3	3	4
REPORTING LEVEL	61	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	11	41	28	47
ASSET SIZE (MILLIONS)	64	$60.1	$72.9	$76.0	$82.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$18,125	$21,366	$21,373	$25,000
BONUS	32	1,000	2,442	1,494	2,062
TOTAL COMPENSATION	62	18,950	22,627	21,550	25,559
AGE	60	36	43	42	51
YEARS OF EDUCATION	60	12	14	14	16
YEARS WITH PRESENT BANK	60	6	12	8	16
YEARS IN POSITION	60	2	6	5	7
REPORTING LEVEL	59	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	10	25
ASSET SIZE (MILLIONS)	62	$60.0	$72.6	$74.6	$82.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	147	$14,900	$17,763	$17,520	$20,330
BONUS	69	710	1,817	1,296	2,171
TOTAL COMPENSATION	147	15,000	18,616	17,983	21,000
AGE	146	33	41	39	49
YEARS OF EDUCATION	142	12	14	13	16
YEARS WITH PRESENT BANK	146	5	11	9	16
YEARS IN POSITION	145	2	5	4	6
REPORTING LEVEL	140	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	140	7	12	11	15
ASSET SIZE (MILLIONS)	147	$63.7	$75.3	$77.8	$86.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	249	$12,450	$14,923	$14,560	$16,987
BONUS	97	567	1,130	949	1,390
TOTAL COMPENSATION	249	12,747	15,363	15,132	17,350
AGE	244	33	42	40	49
YEARS OF EDUCATION	240	12	13	12	15
YEARS WITH PRESENT BANK	246	6	11	9	16
YEARS IN POSITION	241	2	4	3	5
REPORTING LEVEL	238	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	235	4	6	5	7
ASSET SIZE (MILLIONS)	249	$61.7	$73.5	$74.2	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$16,704	$23,703	$23,500	$28,000
BONUS	17	625	1,647	1,500	2,150
TOTAL COMPENSATION	47	17,500	24,298	24,500	28,000
AGE	46	35	44	43	52
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	47	3	9	7	10
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	33	1	8	2	6
ASSET SIZE (MILLIONS)	47	$66.0	$75.4	$77.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,100	$18,052	$16,022	$18,930
BONUS	12	828	2,419	1,123	3,091
TOTAL COMPENSATION	36	14,100	18,859	16,022	21,130
AGE	35	35	44	43	52
YEARS OF EDUCATION	35	12	14	14	16
YEARS WITH PRESENT BANK	36	4	9	9	12
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	1	12	2	4
ASSET SIZE (MILLIONS)	36	$67.5	$76.4	$79.5	$83.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	71	$12,000	$15,918	$14,280	$20,189
BONUS	25	703	1,291	1,200	1,968
TOTAL COMPENSATION	71	12,100	16,372	14,400	20,410
AGE	71	29	39	35	45
YEARS OF EDUCATION	69	14	15	16	16
YEARS WITH PRESENT BANK	71	4	9	6	11
YEARS IN POSITION	69	2	4	3	4
REPORTING LEVEL	67	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	58	1	4	3	5
ASSET SIZE (MILLIONS)	71	$70.0	$78.6	$80.0	$87.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$22,800	$26,643	$26,415	$30,240
BONUS	72	1,349	2,594	2,173	3,293
TOTAL COMPENSATION	198	23,425	27,587	27,215	32,500
AGE	195	36	43	42	48
YEARS OF EDUCATION	189	14	15	16	16
YEARS WITH PRESENT BANK	197	5	12	10	16
YEARS IN POSITION	193	2	5	3	6
REPORTING LEVEL	194	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	185	4	9	6	10
ASSET SIZE (MILLIONS)	198	$65.8	$75.5	$75.3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	272	$18,000	$21,989	$21,450	$24,938
BONUS	99	854	2,073	1,500	2,450
TOTAL COMPENSATION	272	18,725	22,743	22,000	25,877
AGE	268	34	43	41	50
YEARS OF EDUCATION	263	13	15	16	16
YEARS WITH PRESENT BANK	270	4	11	8	15
YEARS IN POSITION	261	2	5	4	6
REPORTING LEVEL	267	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	1	6	3	5
ASSET SIZE (MILLIONS)	272	$64.0	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$14,020	$16,079	$15,900	$18,000
BONUS	41	524	1,185	1,000	1,510
TOTAL COMPENSATION	129	14,400	16,456	16,215	18,254
AGE	127	30	35	33	38
YEARS OF EDUCATION	124	13	15	16	16
YEARS WITH PRESENT BANK	127	3	8	6	9
YEARS IN POSITION	125	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	52	1	5	1	3
ASSET SIZE (MILLIONS)	129	$67.1	$77.1	$78.0	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$16,200	$20,723	$19,900	$24,313
BONUS	41	759	1,793	1,500	2,620
TOTAL COMPENSATION	88	16,220	21,558	21,400	25,122
AGE	87	31	37	35	42
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	4	9	7	11
YEARS IN POSITION	85	2	5	4	7
REPORTING LEVEL	86	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	84	4	11	8	15
ASSET SIZE (MILLIONS)	88	$65.5	$76.3	$77.1	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	239	$21,988	$26,924	$26,000	$30,216
BONUS	102	1,275	3,362	2,467	4,213
TOTAL COMPENSATION	239	23,000	28,359	26,820	31,921
AGE	234	36	44	42	51
YEARS OF EDUCATION	229	14	15	16	16
YEARS WITH PRESENT BANK	237	5	13	11	18
YEARS IN POSITION	232	2	5	4	7
REPORTING LEVEL	233	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	220	3	23	8	35
ASSET SIZE (MILLIONS)	239	$62.0	$73.9	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	168	$10,800	$13,007	$12,385	$15,000
BONUS	52	400	878	711	1,015
TOTAL COMPENSATION	168	10,985	13,279	12,575	15,000
AGE	165	29	37	33	43
YEARS OF EDUCATION	160	12	14	13	16
YEARS WITH PRESENT BANK	166	2	5	4	6
YEARS IN POSITION	158	2	3	2	4
REPORTING LEVEL	162	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	168	$63.6	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	318	$17,500	$20,970	$20,400	$24,100
BONUS	132	951	2,071	1,500	2,483
TOTAL COMPENSATION	318	18,370	21,829	21,000	24,575
AGE	316	36	43	42	50
YEARS OF EDUCATION	308	12	14	14	16
YEARS WITH PRESENT BANK	317	5	12	10	16
YEARS IN POSITION	310	2	6	4	8
REPORTING LEVEL	310	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	302	4	8	6	9
ASSET SIZE (MILLIONS)	318	$63.2	$73.5	$72.8	$84.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	330	$13,500	$16,130	$15,500	$17,681
BONUS	121	582	1,329	1,000	1,793
TOTAL COMPENSATION	330	13,991	16,618	15,838	18,279
AGE	326	31	39	37	46
YEARS OF EDUCATION	320	12	14	14	16
YEARS WITH PRESENT BANK	327	4	10	8	13
YEARS IN POSITION	320	2	5	3	6
REPORTING LEVEL	321	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	2	6	3	6
ASSET SIZE (MILLIONS)	330	$62.0	$73.9	$73.7	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	297	$13,500	$16,493	$16,100	$19,000
BONUS	114	596	1,428	1,188	1,643
TOTAL COMPENSATION	297	13,831	17,041	16,650	19,618
AGE	292	32	40	37	47
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	293	3	10	7	13
YEARS IN POSITION	288	2	5	3	6
REPORTING LEVEL	254	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	195	1	4	1	2
ASSET SIZE (MILLIONS)	297	$62.0	$72.8	$72.2	$82.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	78	$15,975	$21,346	$21,115	$26,825
BONUS	28	841	2,344	1,555	2,702
TOTAL COMPENSATION	78	16,500	22,187	21,250	27,000
AGE	75	33	41	40	48
YEARS OF EDUCATION	74	12	15	16	16
YEARS WITH PRESENT BANK	75	3	8	6	13
YEARS IN POSITION	75	2	3	3	4
REPORTING LEVEL	72	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	53	3	9	5	10
ASSET SIZE (MILLIONS)	78	$63.8	$75.9	$77.4	$86.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	164	$14,800	$18,886	$18,280	$22,440
BONUS	60	652	1,371	1,192	1,987
TOTAL COMPENSATION	164	15,352	19,388	18,661	23,250
AGE	162	32	40	36	47
YEARS OF EDUCATION	159	13	15	16	16
YEARS WITH PRESENT BANK	162	4	9	7	12
YEARS IN POSITION	159	2	4	3	6
REPORTING LEVEL	159	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	164	$63.2	$74.8	$76.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	167	$19,000	$22,284	$21,600	$25,850
BONUS	59	840	2,227	1,940	2,865
TOTAL COMPENSATION	167	19,350	23,071	22,400	26,500
AGE	163	36	45	45	53
YEARS OF EDUCATION	161	12	14	14	16
YEARS WITH PRESENT BANK	164	6	14	12	21
YEARS IN POSITION	163	3	6	4	8
REPORTING LEVEL	161	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	149	2	6	3	4
ASSET SIZE (MILLIONS)	167	$63.9	$74.4	$73.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	143	$16,000	$19,555	$19,000	$22,500
BONUS	59	500	1,577	1,069	2,000
TOTAL COMPENSATION	143	16,200	20,206	19,431	23,500
AGE	142	35	44	44	53
YEARS OF EDUCATION	138	12	14	14	16
YEARS WITH PRESENT BANK	142	5	14	11	21
YEARS IN POSITION	139	2	5	3	6
REPORTING LEVEL	139	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	96	1	4	2	4
ASSET SIZE (MILLIONS)	143	$62.0	$74.2	$72.9	$87.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$11,960	$14,791	$14,980	$17,000
BONUS	19	600	1,201	1,046	1,530
TOTAL COMPENSATION	55	12,000	15,206	15,000	17,730
AGE	54	30	38	37	49
YEARS OF EDUCATION	53	12	14	13	16
YEARS WITH PRESENT BANK	54	4	9	7	12
YEARS IN POSITION	53	2	3	2	4
REPORTING LEVEL	52	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	1	9	2	3
ASSET SIZE (MILLIONS)	55	$70.0	$77.9	$78.0	$88.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	145	$10,500	$12,700	$12,000	$14,550
BONUS	49	474	1,001	833	1,200
TOTAL COMPENSATION	145	10,745	13,039	12,456	14,763
AGE	142	35	45	46	54
YEARS OF EDUCATION	139	12	13	12	12
YEARS WITH PRESENT BANK	143	8	15	14	21
YEARS IN POSITION	141	2	4	3	5
REPORTING LEVEL	139	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	103	3	9	5	9
ASSET SIZE (MILLIONS)	145	$62.4	$73.6	$74.0	$82.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$10,200	$11,258	$11,500	$12,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	10,400	11,490	11,950	12,500
AGE	12	24	27	26	28
YEARS OF EDUCATION	12	17	17	18	18
YEARS WITH PRESENT BANK	12	2	2	2	3
YEARS IN POSITION	12	1	2	2	2
REPORTING LEVEL	12	5	4	5	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	12	$68.7	$81.4	$85.8	$89.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	90	$9,371	$10,627	$10,710	$12,000
BONUS	20	313	693	626	917
TOTAL COMPENSATION	90	9,500	10,781	10,800	12,000
AGE	88	24	26	26	28
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	90	2	2	2	3
YEARS IN POSITION	90	1	2	2	2
REPORTING LEVEL	86	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	3	11	12	15
ASSET SIZE (MILLIONS)	90	$64.0	$75.5	$78.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	316	$18,000	$22,629	$22,000	$25,733
BONUS	128	999	2,214	1,801	2,970
TOTAL COMPENSATION	316	18,610	23,526	22,900	27,190
AGE	310	36	42	41	49
YEARS OF EDUCATION	305	12	14	14	16
YEARS WITH PRESENT BANK	313	6	14	12	21
YEARS IN POSITION	306	2	5	4	6
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	298	18	40	35	55
ASSET SIZE (MILLIONS)	316	$62.1	$73.5	$72.9	$83.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$16,275	$19,538	$18,660	$22,388
BONUS	13	362	1,300	1,300	2,249
TOTAL COMPENSATION	46	16,275	19,906	19,073	23,563
AGE	45	38	46	43	55
YEARS OF EDUCATION	45	12	13	12	14
YEARS WITH PRESENT BANK	45	6	14	12	20
YEARS IN POSITION	43	2	4	2	5
REPORTING LEVEL	43	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	41	6	9	8	12
ASSET SIZE (MILLIONS)	46	$69.5	$78.0	$78.0	$85.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$12,000	$15,064	$14,500	$16,800
BONUS	22	1,000	1,633	1,756	1,974
TOTAL COMPENSATION	67	13,100	15,600	14,900	17,784
AGE	64	32	43	43	54
YEARS OF EDUCATION	63	12	13	12	16
YEARS WITH PRESENT BANK	65	5	14	13	21
YEARS IN POSITION	64	2	5	4	6
REPORTING LEVEL	65	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	2	7	4	8
ASSET SIZE (MILLIONS)	67	$65.0	$75.5	$77.3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$13,500	$17,316	$16,200	$19,980
BONUS	68	601	1,583	1,030	2,177
TOTAL COMPENSATION	207	13,600	17,836	16,980	20,040
AGE	204	36	45	45	54
YEARS OF EDUCATION	202	12	14	13	16
YEARS WITH PRESENT BANK	204	5	14	10	19
YEARS IN POSITION	202	2	4	3	5
REPORTING LEVEL	199	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	154	1	18	3	24
ASSET SIZE (MILLIONS)	207	$65.0	$76.4	$77.4	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$19,670	$26,479	$22,500	$35,047
BONUS	8	1,167	1,919	1,629	2,100
TOTAL COMPENSATION	20	21,354	27,247	24,300	36,175
AGE	20	35	43	41	53
YEARS OF EDUCATION	20	14	15	16	16
YEARS WITH PRESENT BANK	20	7	12	11	16
YEARS IN POSITION	20	3	5	5	7
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	2	41	9	96
ASSET SIZE (MILLIONS)	20	$68.1	$79.5	$80.0	$88.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$13,100	$17,160	$16,500	$21,000
BONUS	38	595	1,584	1,045	1,938
TOTAL COMPENSATION	93	13,790	17,808	16,555	21,250
AGE	90	34	44	45	55
YEARS OF EDUCATION	87	12	14	13	16
YEARS WITH PRESENT BANK	92	5	15	11	23
YEARS IN POSITION	89	2	4	3	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	53	3	20	5	20
ASSET SIZE (MILLIONS)	93	$65.0	$75.6	$76.6	$84.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$10,625	$14,258	$13,912	$15,960
BONUS	9	175	1,028	582	1,941
TOTAL COMPENSATION	24	11,050	14,643	13,928	15,960
AGE	23	38	46	51	53
YEARS OF EDUCATION	23	12	13	12	14
YEARS WITH PRESENT BANK	23	6	14	12	23
YEARS IN POSITION	21	2	3	2	3
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	5	21	8	14
ASSET SIZE (MILLIONS)	24	$68.3	$79.2	$80.6	$92.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	216	$21,300	$26,653	$25,850	$31,000
BONUS	84	1,000	2,538	1,695	2,950
TOTAL COMPENSATION	216	21,800	27,640	26,850	31,826
AGE	213	37	45	44	52
YEARS OF EDUCATION	207	16	16	16	18
YEARS WITH PRESENT BANK	215	4	10	8	14
YEARS IN POSITION	210	3	6	5	9
REPORTING LEVEL	210	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	206	2	5	3	5
ASSET SIZE (MILLIONS)	216	$64.0	$75.0	$75.0	$85.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	111	$12,000	$15,308	$14,750	$18,280
BONUS	39	699	1,152	1,000	1,575
TOTAL COMPENSATION	111	12,200	15,713	14,900	18,512
AGE	110	34	41	40	48
YEARS OF EDUCATION	107	12	14	13	16
YEARS WITH PRESENT BANK	111	6	12	9	15
YEARS IN POSITION	110	2	4	4	6
REPORTING LEVEL	106	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	93	2	3	3	4
ASSET SIZE (MILLIONS)	111	$65.0	$76.2	$77.0	$86.9

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $100 TO $249 MILLION

Of the 3,203 banks submitting data for the national survey results, 355 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	354	$54,000	$64,786	$62,750	$74,991
BONUS	182	4,156	10,624	7,500	14,087
TOTAL COMPENSATION	354	57,000	70,248	68,824	79,200
AGE	351	47	53	53	60
YEARS OF EDUCATION	343	16	16	16	17
YEARS WITH PRESENT BANK	352	8	18	16	25
YEARS IN POSITION	346	4	8	6	11
REPORTING LEVEL	354	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	334	120	177	164	217
ASSET SIZE (MILLIONS)	354	$112.3	$149.8	$137.0	$180.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	299	$37,800	$45,191	$44,000	$52,000
BONUS	146	2,500	6,359	4,500	8,848
TOTAL COMPENSATION	299	39,000	48,296	46,000	55,999
AGE	297	42	49	48	55
YEARS OF EDUCATION	289	14	16	16	16
YEARS WITH PRESENT BANK	298	6	16	12	23
YEARS IN POSITION	292	3	5	4	7
REPORTING LEVEL	291	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	277	31	123	109	177
ASSET SIZE (MILLIONS)	299	$115.1	$151.2	$140.0	$181.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$26,000	$32,701	$30,430	$37,275
BONUS	53	1,487	3,165	2,616	3,486
TOTAL COMPENSATION	128	26,643	34,012	32,300	38,804
AGE	127	38	45	44	50
YEARS OF EDUCATION	125	14	15	16	16
YEARS WITH PRESENT BANK	128	6	14	11	21
YEARS IN POSITION	123	2	5	4	7
REPORTING LEVEL	126	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	119	10	61	40	87
ASSET SIZE (MILLIONS)	128	$115.3	$150.5	$138.1	$180.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	60	$13,200	$18,502	$17,700	$21,500
BONUS	23	739	1,212	1,100	2,143
TOTAL COMPENSATION	60	13,700	18,966	19,013	22,224
AGE	57	35	43	40	51
YEARS OF EDUCATION	58	14	15	16	16
YEARS WITH PRESENT BANK	59	3	10	8	15
YEARS IN POSITION	59	2	4	4	6
REPORTING LEVEL	58	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	2	2	3
ASSET SIZE (MILLIONS)	60	$127.1	$156.2	$145.1	$191.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	109	$23,930	$29,445	$27,792	$34,300
BONUS	36	1,264	2,548	1,855	3,263
TOTAL COMPENSATION	109	24,050	30,286	28,310	35,900
AGE	109	35	45	43	53
YEARS OF EDUCATION	108	14	15	16	17
YEARS WITH PRESENT BANK	109	6	13	10	18
YEARS IN POSITION	109	3	5	5	7
REPORTING LEVEL	99	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	82	1	9	3	4
ASSET SIZE (MILLIONS)	109	$114.5	$159.7	$150.0	$203.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$13,250	$31,027	$31,850	$48,825
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	13,598	33,055	36,400	50,255
AGE	12	36	50	52	63
YEARS OF EDUCATION	12	12	15	16	16
YEARS WITH PRESENT BANK	12	7	19	15	28
YEARS IN POSITION	12	3	5	5	6
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	2	11	4	7
ASSET SIZE (MILLIONS)	12	$111.2	$143.9	$128.6	$174.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$20,546	$25,872	$25,000	$29,000
BONUS	43	1,162	2,321	1,900	3,260
TOTAL COMPENSATION	129	20,792	26,646	25,500	30,781
AGE	128	38	44	43	50
YEARS OF EDUCATION	129	12	14	14	16
YEARS WITH PRESENT BANK	129	8	15	14	21
YEARS IN POSITION	127	2	4	3	6
REPORTING LEVEL	127	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	128	26	79	61	106
ASSET SIZE (MILLIONS)	129	$125.2	$158.9	$152.8	$191.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$18,500	$23,624	$23,000	$28,890
BONUS	25	565	2,343	1,500	2,340
TOTAL COMPENSATION	73	18,700	24,426	23,201	29,632
AGE	71	37	45	46	51
YEARS OF EDUCATION	71	12	14	15	16
YEARS WITH PRESENT BANK	71	6	14	11	20
YEARS IN POSITION	71	2	5	3	6
REPORTING LEVEL	71	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	71	12	27	20	39
ASSET SIZE (MILLIONS)	73	$116.2	$152.6	$142.0	$177.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	196	$17,000	$20,264	$19,500	$23,000
BONUS	65	773	1,910	1,341	2,284
TOTAL COMPENSATION	196	17,095	20,898	19,963	23,490
AGE	195	36	43	41	50
YEARS OF EDUCATION	193	12	14	14	16
YEARS WITH PRESENT BANK	194	7	14	11	21
YEARS IN POSITION	190	2	5	4	8
REPORTING LEVEL	192	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	194	10	14	12	17
ASSET SIZE (MILLIONS)	196	$117.3	$154.5	$143.5	$184.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	233	$14,000	$16,591	$16,000	$18,118
BONUS	75	610	1,280	1,077	1,700
TOTAL COMPENSATION	233	14,050	17,003	16,500	18,792
AGE	226	33	41	40	48
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	228	7	12	10	16
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	225	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	228	5	7	6	8
ASSET SIZE (MILLIONS)	233	$117.2	$152.7	$143.0	$182.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$18,500	$24,313	$24,000	$29,600
BONUS	27	500	1,457	1,624	2,000
TOTAL COMPENSATION	87	18,500	24,766	24,600	29,600
AGE	82	39	48	48	56
YEARS OF EDUCATION	87	14	15	16	16
YEARS WITH PRESENT BANK	87	3	10	7	13
YEARS IN POSITION	86	2	4	3	5
REPORTING LEVEL	86	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	63	1	4	2	3
ASSET SIZE (MILLIONS)	87	$125.0	$163.6	$157.0	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$14,700	$18,897	$18,600	$22,750
BONUS	27	456	1,832	1,075	1,800
TOTAL COMPENSATION	87	14,900	19,466	19,025	23,624
AGE	86	36	49	49	60
YEARS OF EDUCATION	84	13	15	15	16
YEARS WITH PRESENT BANK	86	3	10	7	13
YEARS IN POSITION	82	2	4	3	6
REPORTING LEVEL	84	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	1	4	1	3
ASSET SIZE (MILLIONS)	87	$125.0	$161.9	$152.3	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	136	$13,825	$17,175	$16,125	$19,000
BONUS	45	777	1,565	1,150	1,844
TOTAL COMPENSATION	136	14,000	17,693	16,500	19,975
AGE	134	31	38	35	45
YEARS OF EDUCATION	133	14	15	16	16
YEARS WITH PRESENT BANK	136	3	8	7	10
YEARS IN POSITION	134	2	4	3	5
REPORTING LEVEL	134	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	127	2	5	4	6
ASSET SIZE (MILLIONS)	136	$124.3	$160.1	$152.6	$195.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	245	$25,500	$30,278	$30,000	$35,000
BONUS	102	1,738	3,036	2,500	3,647
TOTAL COMPENSATION	245	26,200	31,542	31,500	37,339
AGE	244	37	44	42	50
YEARS OF EDUCATION	240	14	15	16	16
YEARS WITH PRESENT BANK	243	5	13	10	18
YEARS IN POSITION	242	2	5	4	6
REPORTING LEVEL	239	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	239	5	11	8	14
ASSET SIZE (MILLIONS)	245	$115.0	$152.5	$144.5	$182.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	285	$20,000	$23,573	$23,200	$26,950
BONUS	97	983	1,983	1,600	2,500
TOTAL COMPENSATION	285	20,000	24,248	24,000	27,731
AGE	281	34	42	39	49
YEARS OF EDUCATION	277	14	15	16	16
YEARS WITH PRESENT BANK	283	4	11	9	16
YEARS IN POSITION	277	2	5	4	6
REPORTING LEVEL	274	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	171	1	5	2	6
ASSET SIZE (MILLIONS)	285	$114.5	$152.4	$143.0	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	181	$14,300	$16,978	$16,400	$19,000
BONUS	57	510	1,171	1,200	1,670
TOTAL COMPENSATION	181	14,511	17,346	16,850	19,300
AGE	180	29	34	32	36
YEARS OF EDUCATION	177	14	15	16	16
YEARS WITH PRESENT BANK	180	3	7	6	9
YEARS IN POSITION	177	2	3	2	3
REPORTING LEVEL	173	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	72	1	2	1	4
ASSET SIZE (MILLIONS)	181	$115.8	$153.7	$146.5	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$20,720	$27,023	$25,700	$31,675
BONUS	16	1,500	2,831	2,354	4,200
TOTAL COMPENSATION	54	20,720	27,862	25,975	33,571
AGE	54	35	45	44	54
YEARS OF EDUCATION	53	14	15	16	16
YEARS WITH PRESENT BANK	54	4	14	9	20
YEARS IN POSITION	54	3	6	4	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	6	3	4
ASSET SIZE (MILLIONS)	54	$130.7	$173.7	$184.0	$213.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	163	$20,000	$24,545	$24,000	$28,080
BONUS	62	990	1,973	1,725	2,525
TOTAL COMPENSATION	163	20,328	25,296	24,989	30,000
AGE	163	35	40	39	44
YEARS OF EDUCATION	161	14	15	14	16
YEARS WITH PRESENT BANK	163	5	11	9	14
YEARS IN POSITION	159	2	5	4	7
REPORTING LEVEL	162	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	8	20	15	26
ASSET SIZE (MILLIONS)	163	$124.0	$154.9	$147.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	262	$24,875	$30,468	$30,000	$35,123
BONUS	104	1,274	3,902	2,500	4,100
TOTAL COMPENSATION	262	25,300	32,017	30,299	37,000
AGE	260	36	43	42	50
YEARS OF EDUCATION	255	14	16	16	17
YEARS WITH PRESENT BANK	260	6	13	10	17
YEARS IN POSITION	255	3	5	4	7
REPORTING LEVEL	257	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	249	4	32	8	30
ASSET SIZE (MILLIONS)	262	$116.2	$152.9	$145.1	$182.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	212	$11,700	$14,001	$13,727	$16,395
BONUS	58	464	1,087	940	1,312
TOTAL COMPENSATION	212	11,705	14,299	14,000	16,395
AGE	210	31	38	35	45
YEARS OF EDUCATION	205	12	13	13	14
YEARS WITH PRESENT BANK	209	3	6	5	8
YEARS IN POSITION	207	2	3	2	4
REPORTING LEVEL	206	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	171	2	4	3	5
ASSET SIZE (MILLIONS)	212	$112.8	$151.1	$142.5	$181.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	293	$20,325	$24,428	$24,300	$27,124
BONUS	112	1,195	2,525	2,000	2,890
TOTAL COMPENSATION	293	21,000	25,393	25,000	29,375
AGE	291	38	45	44	52
YEARS OF EDUCATION	286	12	14	14	16
YEARS WITH PRESENT BANK	291	7	13	11	16
YEARS IN POSITION	285	3	6	5	8
REPORTING LEVEL	286	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	284	6	14	11	17
ASSET SIZE (MILLIONS)	293	$115.0	$151.3	$140.0	$181.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	290	$14,500	$16,828	$16,728	$19,000
BONUS	94	611	1,213	1,120	1,710
TOTAL COMPENSATION	290	14,515	17,221	17,000	19,315
AGE	287	32	39	37	45
YEARS OF EDUCATION	284	12	14	14	16
YEARS WITH PRESENT BANK	287	5	10	8	13
YEARS IN POSITION	281	2	5	4	7
REPORTING LEVEL	279	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	182	2	6	5	8
ASSET SIZE (MILLIONS)	290	$114.0	$151.5	$140.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	276	$17,000	$19,533	$19,010	$22,000
BONUS	97	683	1,391	1,250	1,950
TOTAL COMPENSATION	276	17,375	20,022	19,670	22,500
AGE	272	32	40	38	47
YEARS OF EDUCATION	269	13	15	16	16
YEARS WITH PRESENT BANK	274	3	10	7	13
YEARS IN POSITION	265	2	5	3	6
REPORTING LEVEL	248	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	255	2	4	2	3
ASSET SIZE (MILLIONS)	276	$115.0	$151.5	$141.5	$180.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,000	$26,939	$20,000	$34,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	17,000	27,319	21,400	34,000
AGE	11	38	44	46	54
YEARS OF EDUCATION	11	14	16	16	17
YEARS WITH PRESENT BANK	11	4	9	7	15
YEARS IN POSITION	11	3	4	4	5
REPORTING LEVEL	10	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	1	7	4	10
ASSET SIZE (MILLIONS)	11	$142.0	$165.6	$176.0	$193.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	112	$17,000	$21,997	$21,050	$27,000
BONUS	35	464	1,529	1,000	2,220
TOTAL COMPENSATION	112	17,163	22,474	21,475	27,400
AGE	110	32	43	42	55
YEARS OF EDUCATION	110	13	15	16	16
YEARS WITH PRESENT BANK	110	3	12	8	19
YEARS IN POSITION	110	2	4	3	5
REPORTING LEVEL	105	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	86	3	7	4	9
ASSET SIZE (MILLIONS)	112	$119.3	$156.9	$147.0	$187.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$18,412	$23,972	$23,400	$28,500
BONUS	66	1,000	2,202	1,695	2,644
TOTAL COMPENSATION	207	18,550	24,674	23,500	29,000
AGE	205	34	43	40	51
YEARS OF EDUCATION	203	14	15	16	16
YEARS WITH PRESENT BANK	206	4	9	7	12
YEARS IN POSITION	201	2	5	4	6
REPORTING LEVEL	202	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	181	1	5	2	4
ASSET SIZE (MILLIONS)	207	$121.0	$158.0	$152.3	$196.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	211	$21,600	$25,908	$25,000	$29,000
BONUS	77	1,106	2,585	2,100	3,009
TOTAL COMPENSATION	211	22,550	26,852	25,818	30,200
AGE	210	38	47	47	55
YEARS OF EDUCATION	207	12	15	16	16
YEARS WITH PRESENT BANK	210	5	15	11	22
YEARS IN POSITION	205	3	6	4	8
REPORTING LEVEL	207	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	3	6	4	6
ASSET SIZE (MILLIONS)	211	$116.4	$155.7	$147.0	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$15,675	$19,407	$18,660	$22,250
BONUS	55	600	1,817	1,237	2,100
TOTAL COMPENSATION	178	16,500	19,969	18,918	23,000
AGE	173	33	43	41	51
YEARS OF EDUCATION	173	12	14	14	16
YEARS WITH PRESENT BANK	177	6	12	10	15
YEARS IN POSITION	171	2	5	4	6
REPORTING LEVEL	171	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	118	1	4	2	4
ASSET SIZE (MILLIONS)	178	$113.9	$153.3	$140.0	$190.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$11,560	$14,020	$13,500	$15,900
BONUS	23	497	961	840	1,500
TOTAL COMPENSATION	93	11,600	14,258	13,800	15,900
AGE	92	29	36	32	40
YEARS OF EDUCATION	90	12	14	14	16
YEARS WITH PRESENT BANK	93	4	9	7	12
YEARS IN POSITION	93	2	3	2	3
REPORTING LEVEL	91	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	37	2	3	2	3
ASSET SIZE (MILLIONS)	93	$124.0	$159.5	$155.0	$197.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$11,490	$13,694	$13,000	$15,370
BONUS	51	366	1,101	908	1,250
TOTAL COMPENSATION	178	11,499	14,009	13,350	16,008
AGE	176	35	45	46	54
YEARS OF EDUCATION	173	12	13	12	14
YEARS WITH PRESENT BANK	176	8	15	13	21
YEARS IN POSITION	175	2	4	3	5
REPORTING LEVEL	172	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	137	3	8	6	10
ASSET SIZE (MILLIONS)	178	$114.7	$151.5	$143.8	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$10,185	$11,392	$11,250	$12,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	18	10,185	11,433	11,250	12,289
AGE	16	26	27	27	29
YEARS OF EDUCATION	17	17	17	17	18
YEARS WITH PRESENT BANK	16	2	2	2	2
YEARS IN POSITION	17	1	2	2	2
REPORTING LEVEL	16	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	18	$120.8	$157.6	$150.9	$192.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	120	$9,500	$10,534	$10,450	$11,475
BONUS	15	125	517	467	632
TOTAL COMPENSATION	120	9,500	10,598	10,500	11,500
AGE	115	24	26	25	28
YEARS OF EDUCATION	117	16	16	16	16
YEARS WITH PRESENT BANK	118	2	3	2	3
YEARS IN POSITION	117	1	2	2	2
REPORTING LEVEL	112	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	1	6	2	9
ASSET SIZE (MILLIONS)	120	$128.6	$164.3	$156.7	$201.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	295	$21,600	$26,719	$26,400	$30,500
BONUS	116	1,162	2,890	2,101	3,484
TOTAL COMPENSATION	295	22,300	27,856	27,000	32,100
AGE	294	37	43	42	50
YEARS OF EDUCATION	291	12	14	14	16
YEARS WITH PRESENT BANK	294	7	15	13	22
YEARS IN POSITION	290	2	5	4	7
REPORTING LEVEL	288	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	286	27	63	52	86
ASSET SIZE (MILLIONS)	295	$112.0	$150.3	$138.8	$182.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,925	$22,337	$20,500	$24,500
BONUS	12	694	1,502	1,520	2,269
TOTAL COMPENSATION	40	18,814	22,788	20,517	24,530
AGE	40	35	44	41	52
YEARS OF EDUCATION	39	12	14	14	16
YEARS WITH PRESENT BANK	40	6	14	12	20
YEARS IN POSITION	39	2	4	3	5
REPORTING LEVEL	39	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	9	25	17	27
ASSET SIZE (MILLIONS)	40	$110.0	$149.8	$145.5	$174.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$13,500	$17,170	$16,200	$20,400
BONUS	26	669	1,254	1,250	1,928
TOTAL COMPENSATION	75	13,680	17,605	16,500	20,750
AGE	72	34	43	44	52
YEARS OF EDUCATION	71	12	14	14	16
YEARS WITH PRESENT BANK	72	7	14	11	17
YEARS IN POSITION	70	2	4	3	6
REPORTING LEVEL	72	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	4	13	9	17
ASSET SIZE (MILLIONS)	75	$112.0	$147.9	$135.0	$178.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	291	$15,500	$19,489	$19,000	$22,300
BONUS	83	500	1,226	1,080	1,835
TOTAL COMPENSATION	291	15,900	19,839	19,500	23,275
AGE	290	35	44	43	53
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	290	4	12	9	16
YEARS IN POSITION	286	2	5	4	6
REPORTING LEVEL	282	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	255	2	13	3	5
ASSET SIZE (MILLIONS)	291	$115.6	$154.5	$144.5	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$24,471	$22,000	$29,000
BONUS	18	698	2,283	1,550	2,200
TOTAL COMPENSATION	43	16,661	25,426	22,000	30,000
AGE	43	32	43	40	55
YEARS OF EDUCATION	43	16	16	16	17
YEARS WITH PRESENT BANK	43	3	9	7	12
YEARS IN POSITION	42	2	4	3	6
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	31	1	10	2	4
ASSET SIZE (MILLIONS)	43	$124.0	$163.1	$165.0	$190.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,640	$18,282	$17,800	$21,600
BONUS	44	695	1,549	1,486	2,000
TOTAL COMPENSATION	121	15,000	18,845	18,500	22,575
AGE	119	37	46	46	55
YEARS OF EDUCATION	119	12	14	14	16
YEARS WITH PRESENT BANK	119	6	13	10	18
YEARS IN POSITION	119	2	5	4	7
REPORTING LEVEL	118	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	91	2	12	5	11
ASSET SIZE (MILLIONS)	121	$119.3	$158.2	$150.0	$194.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	50	$10,980	$14,597	$13,300	$16,550
BONUS	13	300	646	587	825
TOTAL COMPENSATION	50	11,438	14,765	13,400	16,738
AGE	50	32	39	37	45
YEARS OF EDUCATION	49	12	15	16	16
YEARS WITH PRESENT BANK	50	3	8	7	11
YEARS IN POSITION	49	2	3	2	3
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	29	1	13	3	5
ASSET SIZE (MILLIONS)	50	$115.0	$150.4	$135.2	$178.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	263	$27,500	$32,515	$32,000	$36,500
BONUS	105	1,319	2,835	2,500	3,700
TOTAL COMPENSATION	263	28,000	33,647	32,911	38,000
AGE	262	40	47	46	53
YEARS OF EDUCATION	257	16	17	16	19
YEARS WITH PRESENT BANK	261	5	11	9	15
YEARS IN POSITION	253	3	6	5	9
REPORTING LEVEL	255	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	257	5	10	7	13
ASSET SIZE (MILLIONS)	263	$118.0	$154.6	$145.7	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	206	$13,624	$17,684	$17,140	$20,925
BONUS	66	565	1,275	1,079	1,790
TOTAL COMPENSATION	206	13,965	18,092	17,160	21,220
AGE	205	33	41	40	49
YEARS OF EDUCATION	202	12	14	14	16
YEARS WITH PRESENT BANK	205	5	11	9	15
YEARS IN POSITION	199	2	5	4	7
REPORTING LEVEL	197	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	3	5	5	7
ASSET SIZE (MILLIONS)	206	$119.5	$156.0	$147.9	$188.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $250 TO $499 MILLION

Of the 3,203 banks submitting data for the national survey results, 106 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	103	$69,000	$80,952	$80,000	$91,500
BONUS	38	6,875	14,870	13,750	20,000
TOTAL COMPENSATION	103	70,003	86,438	84,300	100,000
AGE	100	49	55	56	60
YEARS OF EDUCATION	96	16	16	16	17
YEARS WITH PRESENT BANK	101	7	18	16	29
YEARS IN POSITION	102	3	8	5	10
REPORTING LEVEL	103	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	97	269	380	388	499
ASSET SIZE (MILLIONS)	103	$288.6	$356.5	$352.6	$420.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$48,500	$56,921	$55,000	$65,000
BONUS	30	6,225	11,447	9,950	13,531
TOTAL COMPENSATION	87	49,701	60,869	59,000	70,000
AGE	85	43	49	49	55
YEARS OF EDUCATION	82	16	16	16	16
YEARS WITH PRESENT BANK	86	6	16	14	25
YEARS IN POSITION	85	2	5	3	7
REPORTING LEVEL	85	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	80	54	254	262	386
ASSET SIZE (MILLIONS)	87	$288.6	$356.4	$351.0	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,350	$40,402	$40,000	$47,201
BONUS	18	1,975	6,488	5,400	9,500
TOTAL COMPENSATION	48	34,600	42,835	42,000	47,517
AGE	48	39	47	45	54
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	7	16	15	25
YEARS IN POSITION	48	2	5	4	6
REPORTING LEVEL	45	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	20	91	63	127
ASSET SIZE (MILLIONS)	48	$276.7	$349.9	$340.2	$417.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$16,316	$20,767	$20,000	$24,100
BONUS	10	450	3,273	1,550	5,112
TOTAL COMPENSATION	35	16,316	21,702	20,000	24,500
AGE	34	31	41	37	48
YEARS OF EDUCATION	34	16	16	16	16
YEARS WITH PRESENT BANK	34	6	11	9	14
YEARS IN POSITION	35	3	6	4	8
REPORTING LEVEL	34	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	24	1	2	2	3
ASSET SIZE (MILLIONS)	35	$326.5	$383.6	$390.0	$442.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	68	$26,052	$31,969	$31,450	$38,674
BONUS	27	2,000	4,554	4,000	6,000
TOTAL COMPENSATION	68	26,052	33,777	33,326	40,000
AGE	67	35	43	42	50
YEARS OF EDUCATION	65	16	16	16	17
YEARS WITH PRESENT BANK	68	7	13	11	16
YEARS IN POSITION	68	3	5	5	7
REPORTING LEVEL	66	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	61	2	6	4	9
ASSET SIZE (MILLIONS)	68	$292.9	$354.5	$345.4	$419.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$18,476	$25,160	$25,250	$30,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	19,625	27,060	26,500	32,400
AGE	9	33	41	37	50
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	3	8	7	12
YEARS IN POSITION	10	3	6	5	7
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	6	5	8
ASSET SIZE (MILLIONS)	10	$332.2	$393.0	$379.3	$464.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	66	$26,375	$31,972	$30,800	$37,000
BONUS	22	1,744	3,707	3,447	5,150
TOTAL COMPENSATION	66	27,375	33,207	31,348	38,125
AGE	64	38	45	45	51
YEARS OF EDUCATION	61	13	15	16	16
YEARS WITH PRESENT BANK	65	6	16	15	23
YEARS IN POSITION	65	2	4	3	6
REPORTING LEVEL	63	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	93	169	156	250
ASSET SIZE (MILLIONS)	66	$295.5	$365.7	$368.5	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$21,533	$26,099	$24,650	$30,000
BONUS	12	1,000	2,369	1,516	4,150
TOTAL COMPENSATION	42	21,533	26,776	25,400	31,065
AGE	40	41	47	48	53
YEARS OF EDUCATION	39	12	14	16	16
YEARS WITH PRESENT BANK	41	8	17	16	25
YEARS IN POSITION	41	3	7	5	10
REPORTING LEVEL	40	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	18	34	30	41
ASSET SIZE (MILLIONS)	42	$291.0	$361.3	$363.5	$425.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$18,200	$21,255	$20,350	$22,973
BONUS	20	838	2,322	1,350	3,600
TOTAL COMPENSATION	80	18,725	21,836	20,500	24,000
AGE	78	35	42	40	47
YEARS OF EDUCATION	76	12	14	14	16
YEARS WITH PRESENT BANK	79	8	15	12	21
YEARS IN POSITION	79	2	5	4	7
REPORTING LEVEL	77	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	79	11	16	15	18
ASSET SIZE (MILLIONS)	80	$287.1	$356.6	$352.2	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	76	$14,312	$16,778	$16,025	$18,000
BONUS	19	600	1,587	1,500	2,300
TOTAL COMPENSATION	76	14,525	17,175	16,350	18,357
AGE	74	33	39	37	44
YEARS OF EDUCATION	72	12	14	14	16
YEARS WITH PRESENT BANK	75	6	13	10	17
YEARS IN POSITION	75	3	4	3	5
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	75	5	7	7	8
ASSET SIZE (MILLIONS)	76	$292.1	$362.2	$366.0	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,900	$29,351	$27,900	$32,150
BONUS	16	813	4,797	2,400	6,000
TOTAL COMPENSATION	37	25,164	31,425	29,000	34,000
AGE	35	38	47	46	55
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	36	5	12	11	17
YEARS IN POSITION	37	2	5	4	9
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	29	1	3	2	5
ASSET SIZE (MILLIONS)	37	$284.4	$353.9	$360.0	$407.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$17,575	$21,331	$20,450	$25,000
BONUS	11	413	1,888	652	1,697
TOTAL COMPENSATION	42	17,575	21,825	20,699	25,000
AGE	41	36	47	47	57
YEARS OF EDUCATION	40	13	15	16	16
YEARS WITH PRESENT BANK	41	6	13	9	19
YEARS IN POSITION	41	3	5	4	7
REPORTING LEVEL	41	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	16	1	1	1	1
ASSET SIZE (MILLIONS)	42	$300.0	$373.6	$383.1	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$16,800	$20,705	$20,000	$25,000
BONUS	13	483	1,569	1,115	2,150
TOTAL COMPENSATION	61	17,400	21,039	20,000	25,100
AGE	60	31	42	38	51
YEARS OF EDUCATION	59	16	15	16	16
YEARS WITH PRESENT BANK	61	3	9	7	14
YEARS IN POSITION	61	2	4	3	6
REPORTING LEVEL	61	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	57	5	7	7	9
ASSET SIZE (MILLIONS)	61	$283.4	$347.8	$333.2	$404.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$30,000	$35,801	$36,000	$40,000
BONUS	33	1,888	4,643	3,800	5,651
TOTAL COMPENSATION	83	31,000	37,647	37,620	43,000
AGE	82	38	45	43	53
YEARS OF EDUCATION	81	16	16	16	17
YEARS WITH PRESENT BANK	83	8	15	17	18
YEARS IN POSITION	83	2	5	4	7
REPORTING LEVEL	83	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	77	7	20	13	25
ASSET SIZE (MILLIONS)	83	$291.0	$359.7	$360.0	$421.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	92	$21,500	$25,014	$25,000	$28,425
BONUS	24	1,035	2,565	1,737	2,895
TOTAL COMPENSATION	92	21,914	25,683	25,000	29,338
AGE	90	34	40	39	45
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	91	5	11	8	15
YEARS IN POSITION	91	2	4	4	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	3	5
ASSET SIZE (MILLIONS)	92	$289.2	$356.5	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$14,400	$17,438	$16,600	$19,400
BONUS	13	735	1,807	1,000	2,500
TOTAL COMPENSATION	61	14,650	17,823	16,700	19,900
AGE	61	29	32	31	35
YEARS OF EDUCATION	59	15	15	16	16
YEARS WITH PRESENT BANK	61	4	6	6	8
YEARS IN POSITION	61	1	2	2	3
REPORTING LEVEL	61	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	17	1	2	1	2
ASSET SIZE (MILLIONS)	61	$299.0	$362.2	$360.0	$421.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$25,000	$29,274	$28,124	$34,250
BONUS	11	1,500	4,874	3,700	6,000
TOTAL COMPENSATION	32	25,225	30,949	29,550	36,450
AGE	31	35	46	44	58
YEARS OF EDUCATION	31	13	15	16	16
YEARS WITH PRESENT BANK	32	7	17	14	24
YEARS IN POSITION	32	3	6	4	8
REPORTING LEVEL	32	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	3	5
ASSET SIZE (MILLIONS)	32	$298.6	$361.7	$359.0	$421.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	69	$25,050	$30,409	$30,000	$35,000
BONUS	18	1,600	3,111	3,250	4,275
TOTAL COMPENSATION	69	25,750	31,220	30,200	36,400
AGE	67	36	42	42	46
YEARS OF EDUCATION	65	13	15	15	16
YEARS WITH PRESENT BANK	68	4	10	9	16
YEARS IN POSITION	67	2	5	4	7
REPORTING LEVEL	66	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	64	19	48	35	69
ASSET SIZE (MILLIONS)	69	$294.1	$365.3	$367.0	$425.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$30,900	$38,233	$37,492	$44,000
BONUS	32	2,077	6,471	3,850	9,600
TOTAL COMPENSATION	87	32,000	40,613	38,000	48,738
AGE	85	38	45	45	53
YEARS OF EDUCATION	82	16	16	16	18
YEARS WITH PRESENT BANK	86	6	13	9	18
YEARS IN POSITION	86	2	6	6	8
REPORTING LEVEL	85	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	8	53	15	40
ASSET SIZE (MILLIONS)	87	$298.1	$363.1	$365.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$12,600	$15,682	$15,100	$18,000
BONUS	12	322	1,369	739	1,550
TOTAL COMPENSATION	75	12,600	15,901	15,100	18,400
AGE	74	32	38	35	44
YEARS OF EDUCATION	72	12	14	13	16
YEARS WITH PRESENT BANK	75	4	8	7	10
YEARS IN POSITION	75	2	4	2	5
REPORTING LEVEL	73	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	69	3	7	5	10
ASSET SIZE (MILLIONS)	75	$293.0	$362.5	$360.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$23,800	$27,564	$27,550	$31,000
BONUS	28	1,058	3,030	2,243	4,650
TOTAL COMPENSATION	86	24,350	28,550	28,053	32,000
AGE	83	39	47	48	55
YEARS OF EDUCATION	81	13	14	14	16
YEARS WITH PRESENT BANK	84	7	13	11	16
YEARS IN POSITION	84	2	6	4	8
REPORTING LEVEL	82	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	80	11	24	20	33
ASSET SIZE (MILLIONS)	86	$288.1	$357.5	$360.0	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$14,211	$17,402	$16,875	$20,075
BONUS	17	825	1,656	1,500	2,031
TOTAL COMPENSATION	86	14,288	17,729	17,000	20,370
AGE	85	33	40	38	45
YEARS OF EDUCATION	83	12	14	13	16
YEARS WITH PRESENT BANK	86	6	11	9	13
YEARS IN POSITION	85	2	5	4	6
REPORTING LEVEL	84	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	56	3	11	7	15
ASSET SIZE (MILLIONS)	86	$286.2	$355.6	$356.3	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	89	$21,000	$24,595	$24,000	$27,450
BONUS	24	1,500	2,598	2,185	3,650
TOTAL COMPENSATION	89	21,620	25,296	24,500	28,400
AGE	87	34	41	39	46
YEARS OF EDUCATION	86	14	15	16	16
YEARS WITH PRESENT BANK	88	3	11	9	17
YEARS IN POSITION	88	2	6	4	9
REPORTING LEVEL	85	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	86	4	7	6	8
ASSET SIZE (MILLIONS)	89	$287.6	$356.7	$358.0	$421.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$22,450	$31,463	$28,800	$41,550
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	22,968	34,335	28,800	45,450
AGE	13	37	47	45	57
YEARS OF EDUCATION	12	16	16	16	16
YEARS WITH PRESENT BANK	13	6	10	9	15
YEARS IN POSITION	13	2	5	4	8
REPORTING LEVEL	13	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	10	3	10	6	18
ASSET SIZE (MILLIONS)	13	$352.2	$405.5	$421.3	$466.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$18,000	$23,844	$23,000	$27,000
BONUS	10	607	1,629	1,500	1,943
TOTAL COMPENSATION	52	18,079	24,157	23,000	28,375
AGE	50	34	43	39	51
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	51	3	9	6	11
YEARS IN POSITION	51	2	4	2	5
REPORTING LEVEL	50	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	2	8	4	10
ASSET SIZE (MILLIONS)	52	$300.0	$363.6	$360.0	$427.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	74	$23,000	$28,637	$26,375	$34,563
BONUS	23	1,000	2,817	1,911	2,750
TOTAL COMPENSATION	74	24,133	29,513	27,700	34,563
AGE	72	35	42	41	48
YEARS OF EDUCATION	71	16	16	16	16
YEARS WITH PRESENT BANK	73	4	9	9	13
YEARS IN POSITION	73	2	5	3	6
REPORTING LEVEL	72	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	69	2	7	3	6
ASSET SIZE (MILLIONS)	74	$290.4	$354.0	$349.1	$416.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$24,791	$28,995	$28,260	$32,650
BONUS	27	1,188	3,444	2,000	4,800
TOTAL COMPENSATION	80	25,070	30,158	28,794	34,075
AGE	80	39	46	45	53
YEARS OF EDUCATION	77	13	15	16	16
YEARS WITH PRESENT BANK	80	5	14	13	20
YEARS IN POSITION	80	2	5	4	6
REPORTING LEVEL	79	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	75	5	10	7	12
ASSET SIZE (MILLIONS)	80	$289.2	$356.8	$356.3	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$17,342	$20,919	$20,646	$23,000
BONUS	20	525	2,177	1,260	3,241
TOTAL COMPENSATION	72	17,540	21,524	20,646	24,450
AGE	72	33	40	38	45
YEARS OF EDUCATION	69	12	14	15	16
YEARS WITH PRESENT BANK	72	5	13	10	18
YEARS IN POSITION	71	3	5	4	6
REPORTING LEVEL	70	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	2	6	4	7
ASSET SIZE (MILLIONS)	72	$284.2	$360.7	$362.5	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$12,500	$14,704	$14,500	$16,425
BONUS	6	371	1,055	550	1,950
TOTAL COMPENSATION	44	12,500	14,848	14,813	16,500
AGE	44	28	37	32	40
YEARS OF EDUCATION	42	12	14	14	16
YEARS WITH PRESENT BANK	44	4	7	7	8
YEARS IN POSITION	44	2	3	2	3
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	20	1	3	3	5
ASSET SIZE (MILLIONS)	44	$294.7	$364.6	$366.4	$424.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$10,600	$13,798	$13,500	$16,200
BONUS	10	450	1,059	753	1,701
TOTAL COMPENSATION	47	10,800	14,023	13,600	16,380
AGE	45	36	48	51	58
YEARS OF EDUCATION	44	12	13	12	14
YEARS WITH PRESENT BANK	47	7	17	13	23
YEARS IN POSITION	47	3	5	4	7
REPORTING LEVEL	46	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	26	3	9	7	12
ASSET SIZE (MILLIONS)	47	$286.7	$356.2	$346.5	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$9,975	$11,486	$11,100	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	10,375	11,604	11,350	12,000
AGE	9	26	32	33	38
YEARS OF EDUCATION	9	17	17	17	18
YEARS WITH PRESENT BANK	10	1	2	2	2
YEARS IN POSITION	8	1	2	2	2
REPORTING LEVEL	11	6	5	5	3
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	14	$296.3	$373.8	$376.5	$428.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$9,600	$10,855	$10,800	$11,630
BONUS	9	255	700	479	770
TOTAL COMPENSATION	61	9,637	10,958	10,800	11,994
AGE	54	24	26	25	27
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	56	1	2	2	2
YEARS IN POSITION	55	1	2	2	2
REPORTING LEVEL	52	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	61	$295.5	$354.8	$344.3	$414.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$25,975	$32,874	$31,950	$38,120
BONUS	33	1,550	4,811	3,500	5,750
TOTAL COMPENSATION	88	26,874	34,679	32,632	40,250
AGE	85	38	44	42	50
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	9	16	14	23
YEARS IN POSITION	87	2	5	4	7
REPORTING LEVEL	86	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	52	97	80	130
ASSET SIZE (MILLIONS)	88	$285.4	$356.2	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$22,800	$26,699	$25,000	$34,100
BONUS	6	938	1,958	1,550	2,675
TOTAL COMPENSATION	19	22,800	27,317	25,000	34,200
AGE	18	37	44	44	51
YEARS OF EDUCATION	17	13	15	16	16
YEARS WITH PRESENT BANK	18	9	16	13	21
YEARS IN POSITION	18	3	5	4	6
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	10	24	19	38
ASSET SIZE (MILLIONS)	19	$285.0	$353.5	$358.0	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$13,400	$17,480	$16,900	$21,700
BONUS	5	400	1,030	750	1,800
TOTAL COMPENSATION	23	13,500	17,704	17,250	21,700
AGE	23	32	40	38	56
YEARS OF EDUCATION	22	12	14	14	16
YEARS WITH PRESENT BANK	23	5	12	9	12
YEARS IN POSITION	23	1	4	3	5
REPORTING LEVEL	22	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	7	5	6	6	8
ASSET SIZE (MILLIONS)	23	$298.1	$362.1	$360.0	$415.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	98	$21,000	$24,928	$24,804	$27,500
BONUS	29	1,500	2,581	2,000	4,000
TOTAL COMPENSATION	98	21,000	25,692	25,000	29,050
AGE	96	35	43	42	50
YEARS OF EDUCATION	94	14	16	16	17
YEARS WITH PRESENT BANK	97	4	12	8	16
YEARS IN POSITION	97	2	5	4	8
REPORTING LEVEL	96	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	95	3	16	6	8
ASSET SIZE (MILLIONS)	98	$291.6	$359.5	$359.0	$422.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$15,522	$21,123	$21,999	$25,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	19	15,522	21,850	23,709	25,000
AGE	19	36	42	38	49
YEARS OF EDUCATION	19	13	15	16	16
YEARS WITH PRESENT BANK	19	8	15	11	18
YEARS IN POSITION	19	3	7	5	8
REPORTING LEVEL	19	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	3	5
ASSET SIZE (MILLIONS)	19	$288.6	$357.4	$344.3	$447.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$16,875	$20,473	$20,300	$24,500
BONUS	14	1,075	2,395	1,858	3,400
TOTAL COMPENSATION	62	16,875	21,014	20,450	25,663
AGE	61	40	49	51	57
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	5	13	9	17
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	2	11	5	12
ASSET SIZE (MILLIONS)	62	$289.9	$363.5	$369.5	$429.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$12,499	$16,985	$17,212	$20,000
BONUS	5	393	1,960	2,500	3,257
TOTAL COMPENSATION	35	12,499	17,265	17,500	20,000
AGE	35	31	39	37	48
YEARS OF EDUCATION	34	13	15	16	17
YEARS WITH PRESENT BANK	35	3	8	6	13
YEARS IN POSITION	35	2	4	3	5
REPORTING LEVEL	33	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	17	1	4	2	5
ASSET SIZE (MILLIONS)	35	$291.8	$355.2	$344.3	$400.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$32,084	$38,339	$38,000	$43,000
BONUS	30	2,422	5,209	4,350	7,050
TOTAL COMPENSATION	91	34,000	40,056	39,800	45,300
AGE	88	43	49	50	55
YEARS OF EDUCATION	88	16	17	17	19
YEARS WITH PRESENT BANK	90	8	15	15	20
YEARS IN POSITION	90	3	7	6	9
REPORTING LEVEL	88	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	87	12	22	19	30
ASSET SIZE (MILLIONS)	91	$286.7	$356.5	$351.8	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	81	$16,100	$20,019	$19,080	$23,100
BONUS	18	938	1,821	1,500	2,925
TOTAL COMPENSATION	81	16,250	20,423	20,000	23,880
AGE	79	35	42	39	50
YEARS OF EDUCATION	79	12	14	14	16
YEARS WITH PRESENT BANK	80	5	11	10	15
YEARS IN POSITION	80	2	5	4	7
REPORTING LEVEL	79	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	74	5	10	9	14
ASSET SIZE (MILLIONS)	81	$289.8	$360.5	$360.0	$423.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $500 TO $999 MILLION

Of the 3,203 banks submitting data for the national survey results, 54 banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$83,063	$103,346	$99,250	$124,375
BONUS	21	9,378	21,964	17,300	24,626
TOTAL COMPENSATION	52	86,635	112,216	103,300	130,000
AGE	52	49	55	56	60
YEARS OF EDUCATION	48	16	17	16	18
YEARS WITH PRESENT BANK	52	11	22	25	32
YEARS IN POSITION	52	4	8	6	11
REPORTING LEVEL	52	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	50	544	709	708	867
ASSET SIZE (MILLIONS)	52	$542.0	$649.2	$635.8	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$54,000	$64,105	$63,000	$74,500
BONUS	20	3,601	11,566	9,132	18,308
TOTAL COMPENSATION	47	54,000	69,027	63,969	81,000
AGE	47	42	51	53	57
YEARS OF EDUCATION	44	16	17	16	18
YEARS WITH PRESENT BANK	47	11	20	21	30
YEARS IN POSITION	47	3	6	5	8
REPORTING LEVEL	45	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	153	461	464	749
ASSET SIZE (MILLIONS)	47	$542.0	$647.7	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$40,000	$47,990	$44,000	$51,500
BONUS	8	1,928	7,242	3,468	16,385
TOTAL COMPENSATION	19	40,550	51,039	47,070	56,000
AGE	19	41	50	50	55
YEARS OF EDUCATION	18	16	16	16	16
YEARS WITH PRESENT BANK	19	7	18	16	28
YEARS IN POSITION	19	2	5	3	6
REPORTING LEVEL	19	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	18	37	217	98	260
ASSET SIZE (MILLIONS)	19	$540.8	$655.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$19,000	$23,017	$21,300	$26,250
BONUS	6	709	1,304	1,390	1,845
TOTAL COMPENSATION	27	19,000	23,306	21,487	26,250
AGE	27	34	45	42	56
YEARS OF EDUCATION	26	13	15	16	16
YEARS WITH PRESENT BANK	27	3	9	6	15
YEARS IN POSITION	26	2	5	3	7
REPORTING LEVEL	27	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	22	1	3	2	4
ASSET SIZE (MILLIONS)	27	$544.5	$668.3	$625.0	$825.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$30,875	$39,329	$38,417	$45,000
BONUS	13	1,250	4,958	3,000	6,580
TOTAL COMPENSATION	40	32,125	40,940	39,000	47,684
AGE	40	39	47	47	52
YEARS OF EDUCATION	38	16	16	16	18
YEARS WITH PRESENT BANK	40	7	16	14	22
YEARS IN POSITION	40	3	6	5	9
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	37	3	38	7	20
ASSET SIZE (MILLIONS)	40	$541.1	$647.9	$621.7	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$24,000	$29,907	$28,000	$35,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	24,000	30,268	28,000	35,000
AGE	15	36	43	42	50
YEARS OF EDUCATION	15	12	15	16	16
YEARS WITH PRESENT BANK	15	10	15	11	22
YEARS IN POSITION	15	4	6	6	8
REPORTING LEVEL	15	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	14	3	5	5	6
ASSET SIZE (MILLIONS)	15	$542.3	$676.0	$671.9	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$29,475	$35,681	$34,750	$39,000
BONUS	14	1,306	5,833	1,981	13,011
TOTAL COMPENSATION	42	29,875	37,626	35,785	40,125
AGE	42	42	48	48	54
YEARS OF EDUCATION	40	12	14	15	16
YEARS WITH PRESENT BANK	42	9	19	17	26
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	40	160	264	227	360
ASSET SIZE (MILLIONS)	42	$540.0	$647.6	$584.7	$752.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$20,850	$26,544	$25,875	$30,875
BONUS	5	775	1,116	800	1,616
TOTAL COMPENSATION	30	20,850	26,730	25,875	31,475
AGE	30	37	43	43	49
YEARS OF EDUCATION	28	14	15	16	16
YEARS WITH PRESENT BANK	29	11	17	18	23
YEARS IN POSITION	30	2	5	4	6
REPORTING LEVEL	28	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	21	32	30	35
ASSET SIZE (MILLIONS)	30	$536.9	$641.1	$629.3	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$17,685	$20,822	$20,374	$23,300
BONUS	12	724	2,685	818	2,666
TOTAL COMPENSATION	43	18,000	21,572	20,800	23,430
AGE	43	35	41	39	46
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	43	8	16	14	22
YEARS IN POSITION	43	3	5	4	5
REPORTING LEVEL	41	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	41	11	15	13	18
ASSET SIZE (MILLIONS)	43	$540.8	$653.8	$633.6	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,109	$16,952	$16,606	$18,518
BONUS	11	541	986	711	1,260
TOTAL COMPENSATION	46	15,273	17,188	16,912	18,579
AGE	46	34	41	39	46
YEARS OF EDUCATION	43	12	14	13	16
YEARS WITH PRESENT BANK	46	8	13	11	17
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	44	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	44	6	7	8	8
ASSET SIZE (MILLIONS)	46	$540.0	$646.0	$615.2	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$21,400	$30,829	$27,350	$32,621
BONUS	7	800	1,687	1,452	2,752
TOTAL COMPENSATION	31	21,674	31,210	27,500	32,621
AGE	31	36	45	41	52
YEARS OF EDUCATION	31	12	15	16	16
YEARS WITH PRESENT BANK	31	7	15	13	22
YEARS IN POSITION	31	2	5	4	7
REPORTING LEVEL	31	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	4	7
ASSET SIZE (MILLIONS)	31	$542.0	$647.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$17,500	$20,722	$20,845	$23,530
BONUS	6	789	1,757	1,781	2,516
TOTAL COMPENSATION	28	18,115	21,098	21,650	23,772
AGE	28	34	43	45	51
YEARS OF EDUCATION	28	12	15	16	16
YEARS WITH PRESENT BANK	28	4	11	10	15
YEARS IN POSITION	28	2	5	3	8
REPORTING LEVEL	27	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	1	3	1	2
ASSET SIZE (MILLIONS)	28	$538.5	$664.6	$639.5	$781.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,888	$23,466	$20,000	$23,750
BONUS	9	870	1,576	1,000	2,189
TOTAL COMPENSATION	40	18,000	23,821	20,490	23,750
AGE	40	34	40	38	47
YEARS OF EDUCATION	37	15	15	16	16
YEARS WITH PRESENT BANK	40	5	10	8	12
YEARS IN POSITION	40	2	3	3	4
REPORTING LEVEL	38	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	5	35	12	17
ASSET SIZE (MILLIONS)	40	$541.1	$653.5	$639.5	$733.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$32,800	$38,611	$38,500	$42,500
BONUS	12	1,588	5,069	4,076	7,375
TOTAL COMPENSATION	47	33,249	39,905	39,300	44,793
AGE	47	39	45	44	49
YEARS OF EDUCATION	44	14	16	16	16
YEARS WITH PRESENT BANK	47	6	15	15	19
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	45	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	44	11	27	17	30
ASSET SIZE (MILLIONS)	47	$542.0	$647.4	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$21,822	$26,998	$26,500	$31,225
BONUS	9	1,135	2,036	1,675	2,805
TOTAL COMPENSATION	49	23,172	27,372	27,000	31,750
AGE	49	35	41	39	47
YEARS OF EDUCATION	45	15	16	16	17
YEARS WITH PRESENT BANK	49	7	13	12	16
YEARS IN POSITION	49	3	5	5	7
REPORTING LEVEL	47	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	25	1	3	2	5
ASSET SIZE (MILLIONS)	49	$541.4	$642.4	$633.6	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$18,192	$18,300	$19,600
BONUS	7	800	1,186	916	2,016
TOTAL COMPENSATION	43	16,100	18,386	18,300	20,000
AGE	43	30	33	33	34
YEARS OF EDUCATION	41	16	16	16	17
YEARS WITH PRESENT BANK	43	4	7	7	10
YEARS IN POSITION	43	2	3	2	3
REPORTING LEVEL	41	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	12	1	3	1	5
ASSET SIZE (MILLIONS)	43	$542.3	$644.8	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$26,925	$34,649	$35,000	$41,475
BONUS	7	1,000	4,949	3,920	9,925
TOTAL COMPENSATION	24	27,000	36,092	35,000	41,875
AGE	24	39	48	46	58
YEARS OF EDUCATION	22	14	15	16	16
YEARS WITH PRESENT BANK	24	9	19	17	28
YEARS IN POSITION	24	2	6	5	8
REPORTING LEVEL	24	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	21	4	8	5	9
ASSET SIZE (MILLIONS)	24	$550.6	$669.9	$644.5	$743.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$30,350	$35,158	$34,000	$39,800
BONUS	15	1,409	4,254	2,290	4,640
TOTAL COMPENSATION	41	30,900	36,714	35,000	42,000
AGE	41	41	45	45	50
YEARS OF EDUCATION	39	13	15	16	16
YEARS WITH PRESENT BANK	41	7	13	12	16
YEARS IN POSITION	41	3	6	5	10
REPORTING LEVEL	40	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	37	74	71	100
ASSET SIZE (MILLIONS)	41	$542.3	$658.8	$638.0	$741.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$31,688	$41,138	$38,400	$46,250
BONUS	18	1,775	5,136	2,953	8,625
TOTAL COMPENSATION	49	32,250	43,025	41,000	52,603
AGE	49	39	46	46	53
YEARS OF EDUCATION	46	16	16	16	18
YEARS WITH PRESENT BANK	49	8	16	13	23
YEARS IN POSITION	49	3	7	5	10
REPORTING LEVEL	48	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	45	16	94	25	41
ASSET SIZE (MILLIONS)	49	$542.1	$648.9	$638.0	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$14,000	$18,133	$17,000	$21,323
BONUS	8	411	855	618	1,347
TOTAL COMPENSATION	44	14,025	18,289	17,150	21,558
AGE	44	34	41	38	48
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	44	4	9	8	13
YEARS IN POSITION	44	2	4	2	5
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	41	7	13	11	17
ASSET SIZE (MILLIONS)	44	$542.3	$658.6	$639.5	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$24,796	$29,108	$29,600	$33,655
BONUS	13	1,178	3,612	2,200	5,240
TOTAL COMPENSATION	49	25,000	30,066	29,600	34,100
AGE	49	42	48	49	55
YEARS OF EDUCATION	46	13	14	14	16
YEARS WITH PRESENT BANK	49	10	17	16	24
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	47	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	46	19	35	36	50
ASSET SIZE (MILLIONS)	49	$541.4	$646.1	$633.6	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$15,500	$19,639	$18,000	$22,200
BONUS	9	710	1,258	800	1,850
TOTAL COMPENSATION	47	15,525	19,880	18,038	22,500
AGE	47	33	41	38	48
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	47	7	12	11	16
YEARS IN POSITION	46	2	5	4	7
REPORTING LEVEL	45	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	32	2	15	7	28
ASSET SIZE (MILLIONS)	47	$540.8	$644.1	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$23,674	$28,083	$27,500	$30,650
BONUS	13	959	2,388	1,388	3,955
TOTAL COMPENSATION	49	24,235	28,717	27,974	32,080
AGE	49	39	46	45	54
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	49	8	17	16	24
YEARS IN POSITION	49	3	9	7	12
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	7	10	10	14
ASSET SIZE (MILLIONS)	49	$542.1	$654.3	$638.0	$729.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$25,250	$31,848	$30,579	$39,750
BONUS	6	886	4,783	4,990	7,750
TOTAL COMPENSATION	21	25,250	33,215	30,800	42,490
AGE	21	33	45	45	55
YEARS OF EDUCATION	19	16	16	16	17
YEARS WITH PRESENT BANK	21	5	10	9	15
YEARS IN POSITION	21	2	5	4	9
REPORTING LEVEL	21	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	21	6	12	8	19
ASSET SIZE (MILLIONS)	21	$542.1	$687.5	$672.3	$826.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$18,235	$27,512	$24,750	$27,225
BONUS	6	1,009	5,582	2,006	9,300
TOTAL COMPENSATION	32	18,405	28,559	24,750	27,225
AGE	32	34	41	40	48
YEARS OF EDUCATION	30	14	15	16	16
YEARS WITH PRESENT BANK	32	3	11	10	17
YEARS IN POSITION	32	2	4	3	5
REPORTING LEVEL	30	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	26	2	10	3	10
ASSET SIZE (MILLIONS)	32	$541.1	$636.3	$582.7	$688.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$26,500	$32,193	$33,150	$37,900
BONUS	15	1,293	3,568	2,800	5,000
TOTAL COMPENSATION	43	27,500	33,437	35,499	39,500
AGE	43	40	46	45	54
YEARS OF EDUCATION	40	16	16	16	17
YEARS WITH PRESENT BANK	43	8	15	13	20
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	4	8	5	10
ASSET SIZE (MILLIONS)	43	$542.0	$650.0	$640.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$28,000	$33,531	$32,500	$38,400
BONUS	17	1,514	3,434	1,971	4,490
TOTAL COMPENSATION	47	28,500	34,773	34,329	39,583
AGE	47	39	47	46	53
YEARS OF EDUCATION	45	13	15	15	16
YEARS WITH PRESENT BANK	47	9	16	14	22
YEARS IN POSITION	47	2	6	5	9
REPORTING LEVEL	45	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	44	8	16	13	22
ASSET SIZE (MILLIONS)	47	$542.0	$650.9	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$18,034	$22,365	$21,600	$26,250
BONUS	10	853	1,552	1,308	2,083
TOTAL COMPENSATION	46	18,938	22,702	21,950	26,250
AGE	46	36	44	43	51
YEARS OF EDUCATION	44	13	15	16	16
YEARS WITH PRESENT BANK	46	9	15	13	22
YEARS IN POSITION	44	3	6	4	8
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	30	2	5	4	6
ASSET SIZE (MILLIONS)	46	$541.7	$641.8	$629.3	$691.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,025	$16,456	$16,213	$18,225
BONUS	7	725	1,092	886	1,420
TOTAL COMPENSATION	36	14,025	16,668	16,607	18,525
AGE	36	30	36	32	42
YEARS OF EDUCATION	34	12	14	16	16
YEARS WITH PRESENT BANK	36	4	9	8	13
YEARS IN POSITION	36	2	3	3	4
REPORTING LEVEL	34	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	15	1	6	5	6
ASSET SIZE (MILLIONS)	36	$545.1	$652.9	$639.5	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$11,963	$14,526	$14,000	$15,900
BONUS	5	707	1,493	1,200	2,425
TOTAL COMPENSATION	25	12,082	14,825	14,000	16,293
AGE	25	32	43	43	50
YEARS OF EDUCATION	24	12	13	12	14
YEARS WITH PRESENT BANK	25	9	14	11	21
YEARS IN POSITION	25	3	4	4	7
REPORTING LEVEL	25	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	10	4	12	9	11
ASSET SIZE (MILLIONS)	25	$539.6	$659.7	$633.6	$748.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$11,850	$13,561	$12,708	$15,411
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	12,000	13,654	12,708	15,411
AGE	12	26	28	27	30
YEARS OF EDUCATION	13	17	18	18	18
YEARS WITH PRESENT BANK	12	2	3	2	3
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	14	$545.7	$691.0	$672.8	$761.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$9,636	$10,509	$10,500	$11,000
BONUS	6	170	484	403	733
TOTAL COMPENSATION	39	9,636	10,583	10,500	11,500
AGE	36	24	26	24	27
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	37	2	3	2	3
YEARS IN POSITION	35	1	2	2	2
REPORTING LEVEL	35	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	39	$542.0	$653.2	$641.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$31,404	$37,583	$37,000	$42,200
BONUS	17	1,638	4,792	2,099	8,700
TOTAL COMPENSATION	45	32,500	39,394	40,500	45,000
AGE	45	41	47	48	54
YEARS OF EDUCATION	42	13	15	16	16
YEARS WITH PRESENT BANK	45	12	19	17	30
YEARS IN POSITION	44	3	5	4	7
REPORTING LEVEL	43	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	42	104	215	161	226
ASSET SIZE (MILLIONS)	45	$541.4	$642.0	$638.0	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$21,700	$32,297	$31,500	$41,500
BONUS	5	4,900	8,619	8,500	12,399
TOTAL COMPENSATION	15	23,800	35,170	35,000	43,938
AGE	15	37	46	49	53
YEARS OF EDUCATION	14	12	15	16	16
YEARS WITH PRESENT BANK	15	10	14	14	17
YEARS IN POSITION	15	2	4	3	5
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	14	12	112	24	241
ASSET SIZE (MILLIONS)	15	$542.3	$669.4	$641.0	$828.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$14,263	$17,390	$16,550	$19,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	14,459	17,672	16,736	19,000
AGE	16	32	38	37	47
YEARS OF EDUCATION	15	12	14	14	16
YEARS WITH PRESENT BANK	15	7	13	10	19
YEARS IN POSITION	16	2	4	3	5
REPORTING LEVEL	15	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	5	47	10	12
ASSET SIZE (MILLIONS)	16	$545.9	$693.4	$659.0	$833.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$24,583	$29,710	$29,750	$33,875
BONUS	18	1,369	3,851	2,551	6,425
TOTAL COMPENSATION	52	24,927	31,043	29,750	35,000
AGE	52	38	47	46	57
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	6	14	11	21
YEARS IN POSITION	52	3	7	5	10
REPORTING LEVEL	50	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	7	12	11	16
ASSET SIZE (MILLIONS)	52	$542.0	$644.5	$629.3	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$16,925	$23,232	$25,000	$27,650
BONUS	9	745	2,413	1,151	2,545
TOTAL COMPENSATION	24	17,983	24,137	25,000	27,950
AGE	24	33	40	38	45
YEARS OF EDUCATION	23	16	16	16	17
YEARS WITH PRESENT BANK	24	5	12	9	16
YEARS IN POSITION	24	2	6	4	7
REPORTING LEVEL	24	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	18	2	5	4	6
ASSET SIZE (MILLIONS)	24	$575.4	$696.1	$672.8	$813.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$17,500	$21,549	$21,900	$26,000
BONUS	12	660	2,022	863	3,038
TOTAL COMPENSATION	47	17,500	22,065	21,900	26,400
AGE	47	42	50	50	58
YEARS OF EDUCATION	45	12	14	13	16
YEARS WITH PRESENT BANK	47	8	14	12	17
YEARS IN POSITION	46	3	6	5	8
REPORTING LEVEL	44	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	33	3	16	8	22
ASSET SIZE (MILLIONS)	47	$542.3	$659.4	$648.0	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$14,000	$18,203	$16,500	$22,000
BONUS	6	800	1,444	1,072	2,130
TOTAL COMPENSATION	31	14,040	18,482	16,500	23,500
AGE	30	31	39	35	49
YEARS OF EDUCATION	27	13	15	16	16
YEARS WITH PRESENT BANK	30	3	8	5	9
YEARS IN POSITION	29	2	3	3	3
REPORTING LEVEL	29	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	24	1	4	3	5
ASSET SIZE (MILLIONS)	31	$547.0	$665.2	$666.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$36,434	$44,215	$43,500	$50,500
BONUS	15	2,002	5,204	2,900	8,500
TOTAL COMPENSATION	43	37,000	46,030	44,500	53,500
AGE	43	45	51	49	57
YEARS OF EDUCATION	41	16	17	18	19
YEARS WITH PRESENT BANK	43	7	16	15	23
YEARS IN POSITION	43	4	8	6	10
REPORTING LEVEL	42	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	24	41	36	58
ASSET SIZE (MILLIONS)	43	$542.0	$652.4	$638.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$18,781	$22,921	$21,896	$25,850
BONUS	9	767	1,697	1,103	2,920
TOTAL COMPENSATION	45	19,100	23,260	22,000	26,950
AGE	45	34	41	38	48
YEARS OF EDUCATION	43	13	15	16	16
YEARS WITH PRESENT BANK	45	6	10	10	14
YEARS IN POSITION	45	2	5	5	9
REPORTING LEVEL	44	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	11	18	15	27
ASSET SIZE (MILLIONS)	45	$541.4	$647.0	$633.6	$709.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $1 BILLION AND OVER

Of the 3,203 banks submitting data for the national survey results, 78 banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	77	$98,750	$139,960	$130,000	$180,130
BONUS	44	9,250	40,579	30,000	51,975
TOTAL COMPENSATION	77	102,700	163,148	145,000	200,000
AGE	76	51	55	56	60
YEARS OF EDUCATION	73	16	16	16	18
YEARS WITH PRESENT BANK	76	7	20	21	32
YEARS IN POSITION	75	3	6	5	7
REPORTING LEVEL	77	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	74	820	2,689	1,609	3,525
ASSET SIZE (MILLIONS)	77	$1,303.9	$11,028.4	$2,400.0	$11,812.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$74,675	$100,395	$94,900	$127,343
BONUS	44	5,918	25,499	17,070	35,000
TOTAL COMPENSATION	70	75,000	116,423	106,017	135,125
AGE	68	47	51	51	56
YEARS OF EDUCATION	66	16	16	16	17
YEARS WITH PRESENT BANK	69	8	18	15	30
YEARS IN POSITION	68	2	4	4	5
REPORTING LEVEL	67	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	67	191	1,972	937	1,900
ASSET SIZE (MILLIONS)	70	$1,300.0	$10,396.0	$2,407.3	$11,656.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$47,015	$64,053	$60,000	$77,500
BONUS	23	5,000	12,992	11,700	15,500
TOTAL COMPENSATION	41	50,015	71,342	65,000	80,825
AGE	41	45	49	49	56
YEARS OF EDUCATION	39	15	16	16	17
YEARS WITH PRESENT BANK	41	12	19	18	29
YEARS IN POSITION	39	2	5	5	7
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	40	66	460	226	658
ASSET SIZE (MILLIONS)	41	$1,300.0	$8,805.4	$2,257.6	$4,600.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$21,062	$27,399	$25,000	$32,448
BONUS	5	1,322	6,570	2,716	13,746
TOTAL COMPENSATION	45	21,062	28,129	25,600	32,448
AGE	44	33	42	40	52
YEARS OF EDUCATION	42	16	16	16	17
YEARS WITH PRESENT BANK	45	4	9	8	12
YEARS IN POSITION	44	2	4	4	6
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	39	2	6	4	7
ASSET SIZE (MILLIONS)	45	$1,303.9	$4,250.3	$2,220.0	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$39,300	$52,468	$50,000	$59,158
BONUS	32	4,238	10,758	7,227	14,796
TOTAL COMPENSATION	53	42,625	58,964	51,332	68,100
AGE	50	37	45	45	53
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	52	7	15	12	23
YEARS IN POSITION	51	3	6	5	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	8	41	20	35
ASSET SIZE (MILLIONS)	53	$1,261.5	$5,012.7	$2,103.7	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	33	$24,690	$39,622	$33,900	$40,750
BONUS	8	2,075	12,174	5,834	17,000
TOTAL COMPENSATION	33	24,690	42,573	35,500	42,110
AGE	32	37	45	43	50
YEARS OF EDUCATION	31	14	16	16	18
YEARS WITH PRESENT BANK	33	6	11	8	15
YEARS IN POSITION	31	3	4	4	5
REPORTING LEVEL	32	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	27	5	30	9	22
ASSET SIZE (MILLIONS)	33	$1,261.5	$5,617.5	$2,305.2	$4,554.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,250	$43,710	$41,175	$51,775
BONUS	22	3,940	10,477	5,749	13,625
TOTAL COMPENSATION	48	33,250	48,512	43,950	55,375
AGE	47	41	47	46	52
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	11	20	17	30
YEARS IN POSITION	47	2	4	4	5
REPORTING LEVEL	44	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	43	272	984	546	928
ASSET SIZE (MILLIONS)	48	$1,300.6	$5,533.9	$2,262.6	$4,481.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$24,795	$29,696	$30,500	$34,400
BONUS	10	1,600	4,896	4,353	7,195
TOTAL COMPENSATION	41	24,795	30,890	30,500	35,954
AGE	39	41	46	47	52
YEARS OF EDUCATION	35	14	15	16	16
YEARS WITH PRESENT BANK	40	11	18	18	26
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	39	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	38	30	39	36	47
ASSET SIZE (MILLIONS)	41	$1,261.5	$4,674.0	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$19,725	$22,714	$21,750	$27,000
BONUS	15	1,216	2,610	1,850	3,606
TOTAL COMPENSATION	54	19,975	23,439	22,050	27,387
AGE	52	35	44	42	52
YEARS OF EDUCATION	50	13	15	15	16
YEARS WITH PRESENT BANK	53	10	17	13	23
YEARS IN POSITION	51	2	5	3	5
REPORTING LEVEL	52	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	50	10	16	15	20
ASSET SIZE (MILLIONS)	54	$1,280.7	$6,801.7	$2,071.8	$4,331.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$15,664	$18,364	$18,000	$20,765
BONUS	16	1,004	1,922	1,460	3,098
TOTAL COMPENSATION	53	16,395	18,945	18,150	20,840
AGE	51	33	41	41	48
YEARS OF EDUCATION	49	12	14	14	16
YEARS WITH PRESENT BANK	52	7	13	11	18
YEARS IN POSITION	50	2	3	3	5
REPORTING LEVEL	50	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	49	6	8	7	9
ASSET SIZE (MILLIONS)	53	$1,300.0	$8,392.2	$2,103.7	$4,454.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$28,413	$34,206	$32,682	$41,833
BONUS	8	1,177	3,525	3,000	5,911
TOTAL COMPENSATION	22	28,613	35,488	33,532	44,748
AGE	22	39	48	46	57
YEARS OF EDUCATION	22	16	16	16	17
YEARS WITH PRESENT BANK	22	7	15	13	18
YEARS IN POSITION	22	2	5	4	8
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	19	3	13	7	16
ASSET SIZE (MILLIONS)	22	$1,209.7	$8,343.2	$1,866.9	$8,072.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$17,600	$23,269	$21,610	$29,000
BONUS	5	799	2,283	1,850	3,985
TOTAL COMPENSATION	31	17,600	23,638	21,950	29,000
AGE	29	39	45	43	55
YEARS OF EDUCATION	29	14	15	16	16
YEARS WITH PRESENT BANK	30	6	13	12	16
YEARS IN POSITION	29	2	4	4	6
REPORTING LEVEL	29	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	14	1	6	2	7
ASSET SIZE (MILLIONS)	31	$1,219.0	$6,712.6	$1,618.3	$3,056.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$20,100	$29,123	$27,000	$35,250
BONUS	14	1,935	3,863	4,063	5,188
TOTAL COMPENSATION	53	20,704	30,143	28,500	36,320
AGE	52	33	39	36	44
YEARS OF EDUCATION	50	16	16	16	16
YEARS WITH PRESENT BANK	53	6	10	8	13
YEARS IN POSITION	52	2	3	3	4
REPORTING LEVEL	52	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	51	12	26	20	38
ASSET SIZE (MILLIONS)	53	$1,301.3	$6,992.3	$2,115.5	$4,382.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$34,000	$49,596	$42,000	$55,000
BONUS	26	4,300	9,936	6,995	10,750
TOTAL COMPENSATION	51	36,000	54,662	47,038	64,000
AGE	50	38	44	43	48
YEARS OF EDUCATION	48	16	16	16	18
YEARS WITH PRESENT BANK	51	7	14	13	19
YEARS IN POSITION	49	2	4	4	5
REPORTING LEVEL	50	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	49	14	70	35	88
ASSET SIZE (MILLIONS)	51	$1,283.0	$7,026.1	$2,103.7	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	57	$23,500	$27,129	$25,812	$31,100
BONUS	13	1,142	2,899	3,673	4,000
TOTAL COMPENSATION	57	23,500	27,790	27,000	31,710
AGE	55	34	38	37	40
YEARS OF EDUCATION	55	16	16	16	17
YEARS WITH PRESENT BANK	56	5	10	10	12
YEARS IN POSITION	55	2	4	3	4
REPORTING LEVEL	56	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	35	1	7	2	10
ASSET SIZE (MILLIONS)	57	$1,291.5	$8,766.5	$2,040.0	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$16,350	$19,194	$18,500	$22,250
BONUS	9	398	1,219	1,314	1,757
TOTAL COMPENSATION	53	16,500	19,401	18,800	22,250
AGE	48	28	32	30	33
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	48	4	7	6	8
YEARS IN POSITION	48	2	2	2	3
REPORTING LEVEL	50	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	14	1	3	2	5
ASSET SIZE (MILLIONS)	53	$1,300.0	$5,362.6	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$32,000	$40,789	$39,757	$46,350
BONUS	16	4,050	5,522	5,489	6,998
TOTAL COMPENSATION	46	34,950	42,710	41,620	51,486
AGE	45	42	48	48	53
YEARS OF EDUCATION	43	14	16	16	17
YEARS WITH PRESENT BANK	46	8	17	17	23
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	45	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	6	16	10	15
ASSET SIZE (MILLIONS)	46	$1,302.0	$5,953.4	$2,281.4	$4,402.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$35,975	$44,752	$41,400	$51,000
BONUS	27	3,400	8,514	5,800	8,200
TOTAL COMPENSATION	54	38,008	49,009	43,700	52,432
AGE	54	40	44	42	45
YEARS OF EDUCATION	53	14	15	16	17
YEARS WITH PRESENT BANK	54	4	11	11	16
YEARS IN POSITION	52	2	5	4	6
REPORTING LEVEL	52	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	51	74	265	179	304
ASSET SIZE (MILLIONS)	54	$1,268.0	$6,686.7	$2,077.7	$5,025.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$41,400	$54,085	$52,320	$65,000
BONUS	35	3,840	12,695	9,647	16,300
TOTAL COMPENSATION	63	45,500	61,138	54,000	75,000
AGE	62	38	46	46	54
YEARS OF EDUCATION	60	16	16	16	18
YEARS WITH PRESENT BANK	63	6	13	10	17
YEARS IN POSITION	62	2	5	4	7
REPORTING LEVEL	59	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	60	23	97	46	87
ASSET SIZE (MILLIONS)	63	$1,305.1	$7,180.5	$2,257.6	$4,505.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$16,890	$20,812	$20,500	$23,886
BONUS	11	916	2,450	2,024	3,800
TOTAL COMPENSATION	49	17,190	21,362	21,000	24,000
AGE	49	36	44	43	54
YEARS OF EDUCATION	47	12	14	14	16
YEARS WITH PRESENT BANK	49	7	12	10	15
YEARS IN POSITION	48	2	5	4	7
REPORTING LEVEL	48	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	10	22	18	35
ASSET SIZE (MILLIONS)	49	$1,291.5	$7,312.4	$2,115.5	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$25,000	$33,006	$33,000	$38,300
BONUS	16	3,896	5,578	4,775	7,074
TOTAL COMPENSATION	51	25,360	34,755	33,600	39,450
AGE	50	41	47	47	54
YEARS OF EDUCATION	48	12	14	14	16
YEARS WITH PRESENT BANK	51	9	16	14	23
YEARS IN POSITION	49	3	5	4	7
REPORTING LEVEL	49	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	20	98	54	133
ASSET SIZE (MILLIONS)	51	$1,300.0	$8,325.8	$2,115.5	$4,408.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,306	$18,223	$17,197	$20,850
BONUS	13	834	1,780	1,857	2,391
TOTAL COMPENSATION	46	15,607	18,726	17,851	21,125
AGE	45	33	41	37	51
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	46	6	11	8	13
YEARS IN POSITION	44	2	4	3	5
REPORTING LEVEL	44	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	27	3	9	5	10
ASSET SIZE (MILLIONS)	46	$1,302.0	$11,406.6	$2,117.8	$4,432.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$28,500	$35,440	$35,220	$39,160
BONUS	31	1,350	5,579	3,800	6,000
TOTAL COMPENSATION	67	28,500	38,021	35,500	41,500
AGE	66	38	45	45	53
YEARS OF EDUCATION	64	16	16	16	18
YEARS WITH PRESENT BANK	67	5	15	12	22
YEARS IN POSITION	65	3	6	5	8
REPORTING LEVEL	63	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	64	11	33	17	39
ASSET SIZE (MILLIONS)	67	$1,305.1	$10,181.0	$2,257.6	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$34,001	$52,699	$43,000	$60,800
BONUS	25	4,455	14,109	8,200	14,750
TOTAL COMPENSATION	49	35,750	59,898	54,000	66,350
AGE	48	39	46	45	52
YEARS OF EDUCATION	46	16	16	16	17
YEARS WITH PRESENT BANK	49	6	12	11	16
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	48	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	47	15	92	30	70
ASSET SIZE (MILLIONS)	49	$1,331.5	$5,045.5	$2,400.0	$4,404.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$20,280	$27,206	$25,600	$30,000
BONUS	12	1,045	3,592	3,422	5,883
TOTAL COMPENSATION	51	20,500	28,051	25,800	31,144
AGE	48	34	45	45	58
YEARS OF EDUCATION	48	16	16	16	16
YEARS WITH PRESENT BANK	49	5	15	11	24
YEARS IN POSITION	49	2	5	3	7
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	2	8	7	11
ASSET SIZE (MILLIONS)	51	$1,358.0	$7,330.6	$2,305.2	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$27,530	$37,330	$35,739	$45,225
BONUS	23	2,525	5,895	5,000	8,096
TOTAL COMPENSATION	58	28,875	39,668	37,256	49,250
AGE	57	37	44	41	49
YEARS OF EDUCATION	56	16	17	16	18
YEARS WITH PRESENT BANK	58	4	9	8	12
YEARS IN POSITION	57	2	4	3	6
REPORTING LEVEL	57	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	11	17
ASSET SIZE (MILLIONS)	58	$1,295.7	$5,657.3	$2,077.7	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$32,000	$39,924	$38,186	$47,025
BONUS	24	2,800	6,233	6,282	9,000
TOTAL COMPENSATION	58	32,775	42,503	39,100	50,753
AGE	58	39	47	48	55
YEARS OF EDUCATION	56	16	16	16	17
YEARS WITH PRESENT BANK	58	6	16	16	24
YEARS IN POSITION	57	3	6	4	8
REPORTING LEVEL	56	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	56	9	33	23	45
ASSET SIZE (MILLIONS)	58	$1,222.0	$5,399.7	$1,784.9	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$18,000	$24,626	$23,900	$28,600
BONUS	12	1,242	2,334	2,000	3,563
TOTAL COMPENSATION	51	19,000	25,175	25,000	29,670
AGE	50	35	42	40	45
YEARS OF EDUCATION	51	13	15	16	16
YEARS WITH PRESENT BANK	50	6	12	10	17
YEARS IN POSITION	48	2	4	3	5
REPORTING LEVEL	50	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	33	2	9	4	13
ASSET SIZE (MILLIONS)	51	$1,223.0	$5,548.7	$1,676.8	$4,322.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$13,860	$16,386	$16,000	$19,000
BONUS	7	585	1,277	1,125	2,200
TOTAL COMPENSATION	39	14,170	16,615	16,000	19,000
AGE	38	28	35	31	38
YEARS OF EDUCATION	38	12	15	16	16
YEARS WITH PRESENT BANK	38	4	6	6	8
YEARS IN POSITION	38	2	3	2	3
REPORTING LEVEL	38	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	12	2	4	3	5
ASSET SIZE (MILLIONS)	39	$1,223.0	$6,765.9	$1,618.3	$3,974.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$11,595	$14,738	$14,250	$16,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	30	11,648	14,894	14,463	17,438
AGE	30	31	40	36	50
YEARS OF EDUCATION	29	12	14	14	16
YEARS WITH PRESENT BANK	30	7	12	10	14
YEARS IN POSITION	30	2	4	4	5
REPORTING LEVEL	27	7	7	6	5
TOTAL EMPLOYEES SUPERVISED	10	3	12	5	18
ASSET SIZE (MILLIONS)	30	$1,280.7	$9,177.6	$2,180.6	$4,431.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$13,260	$16,063	$16,000	$18,131
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	32	13,260	16,071	16,000	18,131
AGE	28	25	29	27	29
YEARS OF EDUCATION	30	17	18	18	18
YEARS WITH PRESENT BANK	28	1	2	2	2
YEARS IN POSITION	28	1	2	2	2
REPORTING LEVEL	29	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	32	$1,318.3	$5,132.8	$2,328.8	$4,478.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,920	$12,331	$12,000	$13,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	43	10,920	12,353	12,000	13,500
AGE	38	24	26	25	26
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	38	1	2	2	2
YEARS IN POSITION	38	1	2	2	2
REPORTING LEVEL	37	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	43	$1,300.0	$4,508.4	$2,040.0	$4,356.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$38,000	$52,112	$48,400	$59,800
BONUS	39	5,000	12,027	9,000	13,100
TOTAL COMPENSATION	63	38,298	59,557	54,032	71,239
AGE	63	42	47	46	52
YEARS OF EDUCATION	61	14	15	16	16
YEARS WITH PRESENT BANK	63	7	18	19	27
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	199	660	370	638
ASSET SIZE (MILLIONS)	63	$1,300.0	$9,031.3	$2,115.5	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$20,953	$34,428	$29,576	$41,000
BONUS	6	1,763	6,140	3,613	12,422
TOTAL COMPENSATION	25	20,953	35,901	29,576	42,349
AGE	25	37	46	47	52
YEARS OF EDUCATION	25	14	15	16	16
YEARS WITH PRESENT BANK	25	10	17	13	23
YEARS IN POSITION	25	3	4	4	6
REPORTING LEVEL	23	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	12	208	51	175
ASSET SIZE (MILLIONS)	25	$1,366.5	$7,182.5	$2,653.7	$8,412.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$13,600	$17,311	$17,225	$19,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	27	13,600	17,574	17,919	19,500
AGE	26	32	42	38	53
YEARS OF EDUCATION	25	12	14	14	16
YEARS WITH PRESENT BANK	27	8	14	11	20
YEARS IN POSITION	26	2	5	4	6
REPORTING LEVEL	25	7	6	6	5
TOTAL EMPLOYEES SUPERVISED	12	1	53	4	23
ASSET SIZE (MILLIONS)	27	$1,305.1	$7,569.9	$2,305.2	$4,501.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$32,000	$41,849	$39,000	$48,500
BONUS	34	2,300	7,510	4,475	10,125
TOTAL COMPENSATION	63	34,500	45,901	41,400	53,125
AGE	62	40	47	47	53
YEARS OF EDUCATION	60	16	16	16	17
YEARS WITH PRESENT BANK	63	6	14	12	20
YEARS IN POSITION	62	2	5	5	7
REPORTING LEVEL	61	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	59	15	55	27	69
ASSET SIZE (MILLIONS)	63	$1,300.0	$8,620.8	$2,120.0	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,015	$35,471	$33,800	$41,250
BONUS	13	2,420	4,794	4,186	6,169
TOTAL COMPENSATION	37	25,556	37,156	34,650	44,850
AGE	36	34	39	37	42
YEARS OF EDUCATION	36	16	16	16	17
YEARS WITH PRESENT BANK	37	7	13	11	14
YEARS IN POSITION	37	3	5	4	6
REPORTING LEVEL	36	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	3	18	6	14
ASSET SIZE (MILLIONS)	37	$1,301.3	$6,251.9	$2,305.2	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$21,050	$26,039	$24,500	$30,153
BONUS	10	1,566	2,870	2,418	5,026
TOTAL COMPENSATION	56	21,050	26,552	24,750	30,153
AGE	55	44	51	54	59
YEARS OF EDUCATION	52	13	15	16	16
YEARS WITH PRESENT BANK	56	5	13	11	18
YEARS IN POSITION	53	3	5	4	8
REPORTING LEVEL	55	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	48	6	32	16	45
ASSET SIZE (MILLIONS)	56	$1,453.3	$8,223.0	$2,417.3	$4,651.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$20,754	$26,152	$25,200	$31,650
BONUS	8	659	1,991	1,517	2,677
TOTAL COMPENSATION	49	20,754	26,477	25,506	31,650
AGE	48	33	40	39	45
YEARS OF EDUCATION	47	16	16	17	18
YEARS WITH PRESENT BANK	49	4	9	7	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	48	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	3	9	7	12
ASSET SIZE (MILLIONS)	49	$1,460.6	$5,862.9	$2,420.0	$4,503.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	59	$44,000	$60,893	$56,000	$74,500
BONUS	38	4,595	11,772	9,500	14,685
TOTAL COMPENSATION	59	45,084	68,475	62,461	86,000
AGE	57	46	50	50	55
YEARS OF EDUCATION	56	16	17	17	19
YEARS WITH PRESENT BANK	59	8	17	18	25
YEARS IN POSITION	57	3	6	5	8
REPORTING LEVEL	57	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	58	64	209	127	267
ASSET SIZE (MILLIONS)	59	$1,358.0	$10,735.1	$2,400.0	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$25,000	$31,629	$31,750	$38,150
BONUS	14	1,150	3,050	2,219	5,130
TOTAL COMPENSATION	52	25,000	32,450	31,750	38,375
AGE	50	39	44	43	49
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	10	16	14	23
YEARS IN POSITION	50	3	5	5	7
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	28	76	44	102
ASSET SIZE (MILLIONS)	52	$1,300.6	$7,112.8	$2,109.6	$4,406.1

Cash Compensation Data

Region IV: East-North Central

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: LESS THAN $10 MILLION

Of the 818 banks submitting data for the East-North Central region, 64 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category.

Branch Manager-Large
Branch Manager-Small
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
Instalment Loan Collector
Top Instalment Loan Officer
Junior Instalment Loan Officer
Top Internal Auditing Officer
Morgage Loan Officer
Officer Trainee (College Graduate Program)
Top Personnel Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 4
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	64	$21,328	$24,373	$25,000	$28,526
BONUS	39	1,145	4,598	2,700	7,000
TOTAL COMPENSATION	64	22,493	27,175	26,850	32,430
AGE	63	40	47	45	53
YEARS OF EDUCATION	63	12	14	14	16
YEARS WITH PRESENT BANK	62	4	11	7	16
YEARS IN POSITION	62	3	7	5	9
REPORTING LEVEL	64	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	61	5	8	7	10
ASSET SIZE (MILLIONS)	64	$6.0	$7.1	$7.4	$8.6

GEOGRAPHIC REGION: 4
ASSET SIZE: LESS THAN $10 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$14,940	$17,372	$17,000	$19,300
BONUS	29	775	2,600	1,385	3,000
TOTAL COMPENSATION	45	15,590	19,048	18,000	22,670
AGE	45	32	42	37	53
YEARS OF EDUCATION	45	12	14	14	16
YEARS WITH PRESENT BANK	44	3	11	6	15
YEARS IN POSITION	43	2	6	4	6
REPORTING LEVEL	39	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	38	4	7	6	9
ASSET SIZE (MILLIONS)	45	$6.0	$7.3	$7.7	$9.0

GEOGRAPHIC REGION: 4
ASSET SIZE: LESS THAN $10 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$11,350	$14,856	$14,620	$17,666
BONUS	6	341	1,268	700	2,480
TOTAL COMPENSATION	10	11,826	15,616	16,050	18,770
AGE	10	32	39	37	47
YEARS OF EDUCATION	10	12	14	14	16
YEARS WITH PRESENT BANK	10	2	7	5	13
YEARS IN POSITION	10	2	3	3	5
REPORTING LEVEL	10	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	1	3	3	6
ASSET SIZE (MILLIONS)	10	$7.2	$7.9	$8.4	$9.0

GEOGRAPHIC REGION: 4
ASSET SIZE: LESS THAN $10 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$10,680	$12,980	$13,110	$15,875
BONUS	21	550	1,374	800	1,380
TOTAL COMPENSATION	28	11,995	14,010	14,025	16,640
AGE	27	35	44	44	51
YEARS OF EDUCATION	28	12	13	12	12
YEARS WITH PRESENT BANK	28	5	13	11	22
YEARS IN POSITION	28	2	7	4	12
REPORTING LEVEL	28	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	26	4	6	5	7
ASSET SIZE (MILLIONS)	28	$6.8	$7.7	$8.0	$9.0

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $10 TO $19 MILLION

Of the 818 banks submitting data for the East-North Central region, 163 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Top Trust Department Officer

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	163	$24,000	$29,769	$28,500	$34,000
BONUS	114	1,500	4,841	2,900	5,525
TOTAL COMPENSATION	163	26,000	33,155	31,200	38,399
AGE	162	40	48	48	55
YEARS OF EDUCATION	161	12	14	14	16
YEARS WITH PRESENT BANK	162	5	14	12	21
YEARS IN POSITION	161	4	8	6	12
REPORTING LEVEL	163	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	157	10	190	14	20
ASSET SIZE (MILLIONS)	163	$12.0	$14.6	$14.4	$17.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	141	$17,625	$20,939	$20,000	$24,000
BONUS	99	1,000	2,649	1,797	3,000
TOTAL COMPENSATION	141	19,232	22,799	21,600	25,770
AGE	138	35	43	41	49
YEARS OF EDUCATION	140	12	14	14	16
YEARS WITH PRESENT BANK	140	5	12	10	17
YEARS IN POSITION	135	3	7	5	9
REPORTING LEVEL	123	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	122	6	158	10	15
ASSET SIZE (MILLIONS)	141	$12.0	$14.6	$14.2	$17.4

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$9,100	$12,214	$12,500	$14,850
BONUS	16	500	1,002	558	1,531
TOTAL COMPENSATION	24	9,738	12,882	12,500	16,500
AGE	24	29	39	36	50
YEARS OF EDUCATION	24	12	13	12	14
YEARS WITH PRESENT BANK	24	2	7	5	9
YEARS IN POSITION	23	2	4	3	4
REPORTING LEVEL	23	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	20	2	4	3	5
ASSET SIZE (MILLIONS)	24	$12.4	$14.9	$14.7	$17.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$11,350	$14,615	$13,600	$17,173
BONUS	5	180	993	800	1,904
TOTAL COMPENSATION	6	11,378	15,443	14,475	18,713
AGE	6	30	47	48	63
YEARS OF EDUCATION	6	12	15	16	16
YEARS WITH PRESENT BANK	6	3	5	5	7
YEARS IN POSITION	6	3	5	5	7
REPORTING LEVEL	6	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$12.5	$14.2	$13.7	$16.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$20,500	$22,914	$21,500	$23,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	21,200	23,498	21,500	24,000
AGE	7	34	41	35	53
YEARS OF EDUCATION	7	12	15	16	16
YEARS WITH PRESENT BANK	7	2	6	3	9
YEARS IN POSITION	7	2	4	3	7
REPORTING LEVEL	7	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	7	2	3	3	4
ASSET SIZE (MILLIONS)	7	$14.4	$16.2	$16.4	$18.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$10,750	$11,912	$11,600	$12,900
BONUS	7	200	1,139	350	1,000
TOTAL COMPENSATION	10	11,233	12,709	12,100	13,800
AGE	10	24	37	31	53
YEARS OF EDUCATION	10	12	13	12	16
YEARS WITH PRESENT BANK	10	2	10	7	17
YEARS IN POSITION	10	2	3	3	3
REPORTING LEVEL	10	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	6	2	4	3	7
ASSET SIZE (MILLIONS)	10	$13.8	$15.6	$15.7	$17.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 10 TO $ 19 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$10,560	$14,311	$13,500	$16,300
BONUS	7	350	1,117	700	1,560
TOTAL COMPENSATION	15	10,700	14,832	13,500	17,160
AGE	15	28	41	38	53
YEARS OF EDUCATION	15	12	13	13	14
YEARS WITH PRESENT BANK	15	7	14	13	18
YEARS IN POSITION	14	2	7	6	12
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	3	7	6	13
ASSET SIZE (MILLIONS)	15	$13.2	$15.7	$15.0	$18.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 10 TO $ 19 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$6,753	$8,519	$9,300	$11,625
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	6	6,753	8,519	9,300	11,625
AGE	6	26	33	29	42
YEARS OF EDUCATION	6	14	15	14	16
YEARS WITH PRESENT BANK	6	1	5	2	7
YEARS IN POSITION	6	1	2	2	2
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$13.9	$16.0	$15.7	$18.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	38	$13,070	$15,084	$15,000	$17,550
BONUS	25	500	1,008	1,000	1,275
TOTAL COMPENSATION	38	13,550	15,747	15,500	18,100
AGE	38	28	34	32	38
YEARS OF EDUCATION	38	12	14	14	16
YEARS WITH PRESENT BANK	38	2	5	4	7
YEARS IN POSITION	37	2	3	2	3
REPORTING LEVEL	36	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	30	1	3	2	3
ASSET SIZE (MILLIONS)	38	$13.0	$14.9	$14.5	$17.9

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	26	$9,798	$10,876	$10,650	$12,500
BONUS	19	375	700	500	1,000
TOTAL COMPENSATION	26	10,325	11,387	11,000	12,810
AGE	26	24	31	28	34
YEARS OF EDUCATION	26	12	14	14	16
YEARS WITH PRESENT BANK	26	2	7	5	8
YEARS IN POSITION	25	2	4	2	5
REPORTING LEVEL	24	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	14	1	4	3	5
ASSET SIZE (MILLIONS)	26	$12.8	$15.5	$16.2	$18.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$9,088	$11,132	$10,530	$12,325
BONUS	10	538	1,182	879	2,000
TOTAL COMPENSATION	20	9,513	11,723	10,875	13,378
AGE	19	32	44	44	56
YEARS OF EDUCATION	20	12	13	12	15
YEARS WITH PRESENT BANK	20	3	12	11	18
YEARS IN POSITION	18	2	3	2	4
REPORTING LEVEL	17	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	10	3	8	6	11
ASSET SIZE (MILLIONS)	20	$12.5	$15.0	$15.2	$16.8

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 10 TO $ 19 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$13,000	$15,958	$16,250	$19,025
BONUS	36	500	1,152	1,000	1,590
TOTAL COMPENSATION	54	13,590	16,726	16,850	20,000
AGE	54	31	39	36	49
YEARS OF EDUCATION	54	12	14	13	16
YEARS WITH PRESENT BANK	54	3	9	7	12
YEARS IN POSITION	53	3	4	4	6
REPORTING LEVEL	48	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	41	2	4	3	5
ASSET SIZE (MILLIONS)	54	$12.2	$15.1	$15.0	$18.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 10 TO $ 19 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$10,656	$14,644	$13,750	$18,000
BONUS	8	588	1,085	850	1,800
TOTAL COMPENSATION	11	11,206	15,433	14,450	19,700
AGE	10	36	43	44	55
YEARS OF EDUCATION	11	12	12	12	13
YEARS WITH PRESENT BANK	11	5	12	7	21
YEARS IN POSITION	11	2	3	2	3
REPORTING LEVEL	10	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	2	8	4	15
ASSET SIZE (MILLIONS)	11	$16.0	$16.9	$17.9	$18.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 10 TO $ 19 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$10,000	$11,782	$11,000	$14,000
BONUS	8	144	644	628	1,020
TOTAL COMPENSATION	11	10,400	12,250	11,556	14,840
AGE	11	24	28	30	31
YEARS OF EDUCATION	11	16	16	16	16
YEARS WITH PRESENT BANK	11	2	3	2	4
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	9	5	4	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	11	$14.0	$15.6	$15.4	$19.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	109	$12,350	$15,311	$15,000	$18,700
BONUS	75	700	1,503	1,000	2,100
TOTAL COMPENSATION	109	13,100	16,345	16,000	19,230
AGE	109	33	41	40	50
YEARS OF EDUCATION	108	12	13	12	14
YEARS WITH PRESENT BANK	109	6	12	12	17
YEARS IN POSITION	106	2	6	5	8
REPORTING LEVEL	101	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	99	6	11	10	15
ASSET SIZE (MILLIONS)	109	$12.1	$14.8	$15.0	$17.7

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$10,625	$12,757	$13,470	$13,875
BONUS	5	866	1,110	1,200	1,308
TOTAL COMPENSATION	6	11,255	13,681	14,416	15,179
AGE	6	44	50	51	57
YEARS OF EDUCATION	6	12	13	12	13
YEARS WITH PRESENT BANK	6	12	20	21	26
YEARS IN POSITION	6	4	8	7	11
REPORTING LEVEL	6	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	7	13	12	22
ASSET SIZE (MILLIONS)	6	$15.2	$16.9	$17.9	$18.3

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $20 TO $29 MILLION

Of the 818 banks submitting data for the East-North Central region, 110 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following position in this asset size category:

Top Trust Department Officer

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	109	$28,375	$34,358	$33,000	$37,750
BONUS	75	2,500	5,073	4,082	6,084
TOTAL COMPENSATION	109	30,713	37,848	35,500	42,750
AGE	107	43	51	51	58
YEARS OF EDUCATION	109	12	15	15	16
YEARS WITH PRESENT BANK	108	7	16	13	23
YEARS IN POSITION	107	4	8	6	11
REPORTING LEVEL	108	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	105	18	53	25	32
ASSET SIZE (MILLIONS)	109	$22.0	$24.2	$24.0	$26.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	95	$20,500	$25,111	$24,000	$28,000
BONUS	67	1,500	3,114	2,500	4,000
TOTAL COMPENSATION	95	22,550	27,307	26,868	31,000
AGE	94	37	44	43	51
YEARS OF EDUCATION	95	12	14	14	16
YEARS WITH PRESENT BANK	94	5	13	11	19
YEARS IN POSITION	91	3	7	5	9
REPORTING LEVEL	89	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	85	8	53	19	28
ASSET SIZE (MILLIONS)	95	$22.0	$24.3	$24.0	$26.8

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$12,100	$14,600	$14,800	$17,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	12,100	15,907	17,900	18,717
AGE	5	31	41	36	55
YEARS OF EDUCATION	5	12	13	12	14
YEARS WITH PRESENT BANK	5	5	13	7	25
YEARS IN POSITION	5	3	4	5	6
REPORTING LEVEL	5	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	3	8	10	13
ASSET SIZE (MILLIONS)	5	$21.5	$24.5	$25.0	$27.4

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$11,850	$15,026	$13,900	$17,450
BONUS	23	550	1,585	1,000	2,237
TOTAL COMPENSATION	37	12,422	16,012	15,000	19,386
AGE	36	32	43	44	52
YEARS OF EDUCATION	37	12	13	12	15
YEARS WITH PRESENT BANK	37	6	11	10	15
YEARS IN POSITION	37	2	6	4	8
REPORTING LEVEL	35	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	36	3	4	4	5
ASSET SIZE (MILLIONS)	37	$22.0	$24.6	$25.0	$27.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$15,600	$22,818	$20,000	$28,550
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	15,675	23,048	21,000	28,550
AGE	10	34	43	43	52
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	2	9	5	13
YEARS IN POSITION	10	2	4	2	5
REPORTING LEVEL	9	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	4	19	15	30
ASSET SIZE (MILLIONS)	10	$22.8	$25.7	$26.4	$28.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$18,500	$24,337	$22,700	$30,000
BONUS	9	1,117	1,596	1,600	1,846
TOTAL COMPENSATION	19	20,050	25,093	22,891	30,000
AGE	19	38	45	44	49
YEARS OF EDUCATION	19	13	15	16	16
YEARS WITH PRESENT BANK	19	5	11	7	14
YEARS IN POSITION	19	3	6	4	7
REPORTING LEVEL	17	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	15	4	11	6	15
ASSET SIZE (MILLIONS)	19	$23.1	$25.7	$26.0	$29.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$11,550	$14,008	$14,680	$15,788
BONUS	5	339	1,939	500	4,260
TOTAL COMPENSATION	8	11,863	15,220	14,680	18,778
AGE	8	29	36	31	44
YEARS OF EDUCATION	8	12	14	14	16
YEARS WITH PRESENT BANK	8	3	8	8	13
YEARS IN POSITION	8	1	3	2	4
REPORTING LEVEL	8	5	5	4	3
TOTAL EMPLOYEES SUPERVISED	5	1	3	1	7
ASSET SIZE (MILLIONS)	8	$23.2	$25.2	$25.0	$26.8

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 20 TO $ 29 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$13,050	$16,684	$14,920	$18,750
BONUS	13	682	1,432	1,000	1,750
TOTAL COMPENSATION	24	14,563	17,460	16,650	19,600
AGE	24	32	41	44	52
YEARS OF EDUCATION	24	12	14	14	16
YEARS WITH PRESENT BANK	24	4	12	10	17
YEARS IN POSITION	23	2	4	3	7
REPORTING LEVEL	24	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	4	11	9	15
ASSET SIZE (MILLIONS)	24	$23.1	$25.3	$25.7	$28.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 20 TO $ 29 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$10,000	$12,068	$11,000	$13,705
BONUS	8	425	873	680	1,354
TOTAL COMPENSATION	13	10,675	12,606	11,916	13,905
AGE	13	26	38	33	49
YEARS OF EDUCATION	13	12	13	12	14
YEARS WITH PRESENT BANK	13	2	6	2	8
YEARS IN POSITION	13	2	3	2	3
REPORTING LEVEL	12	6	5	5	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	13	$21.5	$24.4	$24.0	$28.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$14,400	$17,721	$16,500	$20,000
BONUS	32	676	1,916	1,570	2,198
TOTAL COMPENSATION	47	14,700	19,026	17,630	21,733
AGE	47	31	39	36	45
YEARS OF EDUCATION	47	12	14	14	16
YEARS WITH PRESENT BANK	47	3	7	6	10
YEARS IN POSITION	47	2	5	3	6
REPORTING LEVEL	43	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	36	2	5	3	6
ASSET SIZE (MILLIONS)	47	$22.0	$24.2	$23.8	$26.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$10,000	$12,107	$11,500	$13,700
BONUS	23	391	1,064	1,050	1,500
TOTAL COMPENSATION	41	10,475	12,704	12,250	14,847
AGE	41	28	35	32	39
YEARS OF EDUCATION	41	12	14	12	16
YEARS WITH PRESENT BANK	41	4	7	5	10
YEARS IN POSITION	40	2	3	2	3
REPORTING LEVEL	40	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	18	1	3	2	3
ASSET SIZE (MILLIONS)	41	$23.0	$25.1	$25.2	$28.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$11,000	$14,441	$12,300	$16,000
BONUS	15	700	1,467	1,169	1,680
TOTAL COMPENSATION	31	11,400	15,150	12,980	16,500
AGE	31	34	43	45	53
YEARS OF EDUCATION	31	12	13	12	16
YEARS WITH PRESENT BANK	31	7	13	10	18
YEARS IN POSITION	29	2	4	3	7
REPORTING LEVEL	28	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	16	1	9	4	12
ASSET SIZE (MILLIONS)	31	$23.1	$25.1	$25.4	$27.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$14,875	$17,749	$17,350	$21,030
BONUS	41	758	2,106	1,500	2,698
TOTAL COMPENSATION	58	15,652	19,237	19,230	22,350
AGE	57	31	38	36	43
YEARS OF EDUCATION	58	12	14	14	16
YEARS WITH PRESENT BANK	57	3	8	8	11
YEARS IN POSITION	57	2	5	4	7
REPORTING LEVEL	57	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	44	2	4	3	5
ASSET SIZE (MILLIONS)	58	$22.7	$24.5	$25.0	$26.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 20 TO $ 29 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$13,780	$17,529	$18,500	$19,014
BONUS	10	739	1,612	1,500	2,015
TOTAL COMPENSATION	18	15,313	18,425	18,625	20,526
AGE	18	31	41	39	50
YEARS OF EDUCATION	18	12	14	14	16
YEARS WITH PRESENT BANK	18	3	10	9	14
YEARS IN POSITION	18	2	4	3	4
REPORTING LEVEL	17	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	12	1	8	2	5
ASSET SIZE (MILLIONS)	18	$22.0	$24.8	$24.2	$28.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 20 TO $ 29 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$8,700	$10,515	$9,450	$11,975
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	9,075	11,028	10,410	12,418
AGE	10	24	29	27	33
YEARS OF EDUCATION	10	16	16	16	16
YEARS WITH PRESENT BANK	10	2	4	3	4
YEARS IN POSITION	10	2	2	2	3
REPORTING LEVEL	10	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	3	5	4	9
ASSET SIZE (MILLIONS)	10	$21.7	$25.3	$25.2	$29.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	74	$15,000	$17,643	$17,750	$20,088
BONUS	49	729	1,896	1,500	2,125
TOTAL COMPENSATION	74	15,600	18,898	18,225	22,993
AGE	74	33	41	40	49
YEARS OF EDUCATION	74	12	14	13	16
YEARS WITH PRESENT BANK	74	5	11	9	15
YEARS IN POSITION	73	2	5	3	7
REPORTING LEVEL	71	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	67	10	17	15	23
ASSET SIZE (MILLIONS)	74	$21.8	$24.1	$23.2	$27.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$11,400	$16,082	$14,490	$16,500
BONUS	5	385	839	875	1,275
TOTAL COMPENSATION	12	11,876	16,432	14,750	16,702
AGE	11	30	42	43	49
YEARS OF EDUCATION	11	12	13	12	15
YEARS WITH PRESENT BANK	11	4	13	7	24
YEARS IN POSITION	11	2	5	4	6
REPORTING LEVEL	11	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	14	22	18	30
ASSET SIZE (MILLIONS)	12	$22.0	$23.8	$23.0	$27.0

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $30 TO $39 MILLION

Of the 818 banks submitting data for the East-North Central region, 93 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$33,000	$38,342	$38,000	$43,600
BONUS	59	1,800	4,912	4,000	5,700
TOTAL COMPENSATION	93	34,975	41,458	40,300	47,350
AGE	92	44	52	52	59
YEARS OF EDUCATION	93	14	15	16	16
YEARS WITH PRESENT BANK	91	7	17	16	26
YEARS IN POSITION	91	4	10	7	13
REPORTING LEVEL	93	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	91	26	33	32	41
ASSET SIZE (MILLIONS)	93	$31.4	$33.9	$34.0	$36.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$24,480	$27,783	$27,500	$30,420
BONUS	47	1,224	3,577	2,613	4,250
TOTAL COMPENSATION	75	25,704	30,024	28,900	33,600
AGE	75	40	47	47	53
YEARS OF EDUCATION	73	12	14	14	16
YEARS WITH PRESENT BANK	75	10	17	14	24
YEARS IN POSITION	73	3	8	6	10
REPORTING LEVEL	72	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	72	6	22	23	33
ASSET SIZE (MILLIONS)	75	$31.6	$33.9	$34.0	$36.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$10,500	$14,163	$13,450	$18,000
BONUS	5	515	1,146	1,200	1,750
TOTAL COMPENSATION	11	11,000	14,684	13,730	18,912
AGE	11	41	47	49	53
YEARS OF EDUCATION	11	12	13	12	12
YEARS WITH PRESENT BANK	11	9	14	13	20
YEARS IN POSITION	10	2	4	3	7
REPORTING LEVEL	10	5	4	3	3
TOTAL EMPLOYEES SUPERVISED	11	3	6	5	10
ASSET SIZE (MILLIONS)	11	$31.6	$34.8	$35.0	$38.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$10,320	$13,117	$12,315	$15,113
BONUS	20	429	1,040	675	1,818
TOTAL COMPENSATION	46	10,380	13,569	12,874	15,625
AGE	46	31	40	42	48
YEARS OF EDUCATION	46	12	13	12	15
YEARS WITH PRESENT BANK	45	5	10	8	12
YEARS IN POSITION	44	2	5	3	6
REPORTING LEVEL	44	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	44	2	4	3	5
ASSET SIZE (MILLIONS)	46	$31.5	$34.0	$34.0	$36.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$11,814	$17,606	$19,100	$20,675
BONUS	10	575	2,083	1,611	2,893
TOTAL COMPENSATION	16	12,063	18,908	20,250	23,469
AGE	16	42	48	47	58
YEARS OF EDUCATION	16	12	14	12	16
YEARS WITH PRESENT BANK	16	2	9	6	14
YEARS IN POSITION	16	1	4	3	8
REPORTING LEVEL	16	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	1	8	3	12
ASSET SIZE (MILLIONS)	16	$33.9	$35.4	$35.7	$38.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$18,975	$22,846	$22,750	$24,697
BONUS	16	1,200	2,558	1,536	3,719
TOTAL COMPENSATION	30	20,806	24,210	23,900	25,900
AGE	30	34	41	40	48
YEARS OF EDUCATION	30	12	14	14	16
YEARS WITH PRESENT BANK	30	5	11	9	17
YEARS IN POSITION	30	2	5	4	7
REPORTING LEVEL	30	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	24	2	5	4	7
ASSET SIZE (MILLIONS)	30	$33.0	$35.3	$35.8	$38.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$10,350	$14,826	$15,310	$18,850
BONUS	5	130	1,142	1,132	2,159
TOTAL COMPENSATION	14	10,425	15,234	15,310	19,339
AGE	14	30	35	34	39
YEARS OF EDUCATION	14	12	14	14	16
YEARS WITH PRESENT BANK	13	3	6	4	10
YEARS IN POSITION	12	2	2	2	3
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	1	4	3	4
ASSET SIZE (MILLIONS)	14	$31.9	$34.?	$34.1	$36.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	26	$13,150	$16,644	$15,550	$19,490
BONUS	12	327	1,412	1,185	2,459
TOTAL COMPENSATION	26	13,650	17,296	15,887	21,769
AGE	26	33	41	38	50
YEARS OF EDUCATION	26	12	14	12	16
YEARS WITH PRESENT BANK	26	6	13	9	20
YEARS IN POSITION	25	3	6	4	7
REPORTING LEVEL	25	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	1	5	2	9
ASSET SIZE (MILLIONS)	26	$31.7	$33.7	$34.0	$35.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	26	$9,375	$11,518	$11,200	$12,775
BONUS	10	400	794	550	1,382
TOTAL COMPENSATION	26	9,850	11,823	11,750	13,450
AGE	25	27	34	32	38
YEARS OF EDUCATION	26	12	13	13	14
YEARS WITH PRESENT BANK	25	2	4	3	5
YEARS IN POSITION	25	2	3	2	3
REPORTING LEVEL	25	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	1	2	1	3
ASSET SIZE (MILLIONS)	26	$31.1	$34.0	$34.0	$36.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$14,000	$17,091	$16,750	$19,300
BONUS	35	600	1,641	1,300	2,190
TOTAL COMPENSATION	63	15,300	18,002	17,200	19,900
AGE	63	31	38	36	45
YEARS OF EDUCATION	63	12	13	12	14
YEARS WITH PRESENT BANK	62	4	9	7	12
YEARS IN POSITION	61	2	5	3	7
REPORTING LEVEL	62	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	53	2	4	3	4
ASSET SIZE (MILLIONS)	63	$31.0	$34.0	$34.3	$36.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$11,715	$13,220	$12,500	$15,000
BONUS	22	275	1,188	725	1,295
TOTAL COMPENSATION	44	11,888	13,815	12,700	15,915
AGE	43	28	35	32	40
YEARS OF EDUCATION	44	12	14	12	16
YEARS WITH PRESENT BANK	43	3	7	6	8
YEARS IN POSITION	42	2	4	3	4
REPORTING LEVEL	41	5	5	4	3
TOTAL EMPLOYEES SUPERVISED	25	1	3	2	4
ASSET SIZE (MILLIONS)	44	$31.6	$33.7	$33.7	$35.9

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$12,000	$14,062	$13,929	$16,500
BONUS	26	463	1,372	853	2,000
TOTAL COMPENSATION	44	12,325	14,872	14,395	17,294
AGE	40	33	42	41	52
YEARS OF EDUCATION	42	12	13	12	14
YEARS WITH PRESENT BANK	41	6	14	10	21
YEARS IN POSITION	40	2	4	3	4
REPORTING LEVEL	42	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	20	1	5	3	6
ASSET SIZE (MILLIONS)	44	$32.0	$34.6	$35.0	$36.9

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	50	$16,050	$20,216	$19,650	$22,875
BONUS	28	800	2,327	1,765	2,783
TOTAL COMPENSATION	50	16,350	21,519	20,900	25,500
AGE	49	35	44	40	51
YEARS OF EDUCATION	50	12	14	14	16
YEARS WITH PRESENT BANK	48	5	13	12	16
YEARS IN POSITION	47	3	6	5	10
REPORTING LEVEL	48	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	32	2	8	4	9
ASSET SIZE (MILLIONS)	50	$31.0	$33.6	$33.8	$36.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	29	$14,000	$17,963	$17,625	$21,752
BONUS	12	525	1,268	931	1,932
TOTAL COMPENSATION	29	14,250	18,488	18,500	22,250
AGE	29	37	45	41	53
YEARS OF EDUCATION	29	12	13	12	14
YEARS WITH PRESENT BANK	28	7	13	12	16
YEARS IN POSITION	27	2	5	3	7
REPORTING LEVEL	29	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	23	1	2	2	3
ASSET SIZE (MILLIONS)	29	$30.9	$34.1	$34.6	$36.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$10,450	$11,864	$11,400	$14,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	10,450	12,974	11,400	14,269
AGE	6	25	27	27	29
YEARS OF EDUCATION	7	16	16	16	16
YEARS WITH PRESENT BANK	7	1	6	2	6
YEARS IN POSITION	7	1	2	1	3
REPORTING LEVEL	7	5	4	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$32.7	$34.4	$34.0	$36.7

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	76	$17,463	$20,921	$20,800	$23,400
BONUS	47	800	2,253	1,500	2,750
TOTAL COMPENSATION	76	18,476	22,314	21,700	24,180
AGE	76	34	43	42	51
YEARS OF EDUCATION	75	12	14	13	16
YEARS WITH PRESENT BANK	75	6	14	11	18
YEARS IN POSITION	74	3	6	5	8
REPORTING LEVEL	75	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	73	10	20	17	27
ASSET SIZE (MILLIONS)	76	$31.2	$33.9	$34.0	$36.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$11,250	$14,715	$14,000	$16,750
BONUS	5	621	1,388	1,000	2,350
TOTAL COMPENSATION	13	11,600	15,249	14,542	17,750
AGE	13	33	42	42	52
YEARS OF EDUCATION	13	12	13	12	15
YEARS WITH PRESENT BANK	13	7	10	10	13
YEARS IN POSITION	13	2	4	3	6
REPORTING LEVEL	13	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	3	12	12	20
ASSET SIZE (MILLIONS)	13	$33.0	$34.8	$35.0	$37.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$14,000	$18,338	$17,500	$23,300
BONUS	11	300	1,067	1,200	1,500
TOTAL COMPENSATION	15	14,080	19,121	17,500	24,150
AGE	15	34	45	41	58
YEARS OF EDUCATION	15	13	15	16	16
YEARS WITH PRESENT BANK	14	7	13	11	19
YEARS IN POSITION	14	3	5	4	7
REPORTING LEVEL	14	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	12	1	4	2	3
ASSET SIZE (MILLIONS)	15	$34.0	$34.9	$35.0	$36.7

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $40 TO $49 MILLION

Of the 818 banks submitting data for the East-North Central region, 107 banks were in the $40 to $49 Millon asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	106	$35,326	$43,093	$42,900	$48,000
BONUS	64	2,838	6,422	4,975	8,825
TOTAL COMPENSATION	106	40,075	46,970	45,638	50,938
AGE	103	48	53	53	59
YEARS OF EDUCATION	106	14	15	16	16
YEARS WITH PRESENT BANK	104	9	18	16	26
YEARS IN POSITION	103	4	9	9	12
REPORTING LEVEL	106	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	100	40	48	48	59
ASSET SIZE (MILLIONS)	106	$42.0	$45.0	$45.0	$48.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$27,300	$31,763	$31,500	$35,200
BONUS	56	1,907	4,058	3,600	5,175
TOTAL COMPENSATION	91	29,900	34,260	33,463	38,000
AGE	91	43	48	47	53
YEARS OF EDUCATION	91	13	15	15	16
YEARS WITH PRESENT BANK	90	8	16	15	22
YEARS IN POSITION	87	2	7	6	10
REPORTING LEVEL	88	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	86	10	33	35	50
ASSET SIZE (MILLIONS)	91	$42.0	$44.8	$45.0	$48.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$15,675	$18,054	$16,625	$19,800
BONUS	10	655	1,285	1,316	1,903
TOTAL COMPENSATION	18	16,000	18,768	18,563	20,745
AGE	18	35	45	46	57
YEARS OF EDUCATION	18	12	14	12	16
YEARS WITH PRESENT BANK	18	4	12	10	19
YEARS IN POSITION	18	2	4	4	5
REPORTING LEVEL	18	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	7	12	10	14
ASSET SIZE (MILLIONS)	18	$40.6	$45.6	$47.1	$49.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	50	$11,480	$14,434	$14,530	$16,775
BONUS	29	672	1,319	1,061	1,686
TOTAL COMPENSATION	50	12,182	15,199	15,240	17,799
AGE	50	33	40	40	48
YEARS OF EDUCATION	50	12	13	12	14
YEARS WITH PRESENT BANK	49	6	11	10	16
YEARS IN POSITION	47	2	5	3	6
REPORTING LEVEL	48	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	48	3	5	4	6
ASSET SIZE (MILLIONS)	50	$43.0	$45.6	$46.6	$49.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$15,600	$18,193	$18,000	$21,800
BONUS	16	437	1,087	601	1,890
TOTAL COMPENSATION	22	15,650	18,984	19,346	22,625
AGE	22	34	45	42	54
YEARS OF EDUCATION	22	12	14	12	16
YEARS WITH PRESENT BANK	22	5	9	7	13
YEARS IN POSITION	22	2	4	3	6
REPORTING LEVEL	20	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	1	8	2	5
ASSET SIZE (MILLIONS)	22	$43.3	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$21,500	$24,727	$24,000	$28,200
BONUS	29	1,360	2,345	2,000	3,555
TOTAL COMPENSATION	51	22,100	26,061	25,100	29,880
AGE	51	35	42	41	47
YEARS OF EDUCATION	51	12	14	14	16
YEARS WITH PRESENT BANK	50	5	11	10	15
YEARS IN POSITION	48	2	6	4	8
REPORTING LEVEL	50	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	43	3	8	5	10
ASSET SIZE (MILLIONS)	51	$43.0	$45.8	$47.0	$49.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$11,750	$15,248	$14,100	$17,625
BONUS	17	200	1,056	750	1,550
TOTAL COMPENSATION	25	12,125	15,966	14,429	18,050
AGE	24	28	36	32	43
YEARS OF EDUCATION	25	12	14	14	16
YEARS WITH PRESENT BANK	24	3	7	6	9
YEARS IN POSITION	23	1	2	2	3
REPORTING LEVEL	24	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	10	2	7	3	3
ASSET SIZE (MILLIONS)	25	$41.0	$45.6	$46.7	$49.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	29	$15,250	$19,244	$20,000	$22,175
BONUS	19	1,000	1,363	1,100	1,631
TOTAL COMPENSATION	29	16,465	20,138	20,000	23,336
AGE	29	31	41	42	48
YEARS OF EDUCATION	29	13	15	15	16
YEARS WITH PRESENT BANK	29	5	12	10	16
YEARS IN POSITION	29	1	4	3	6
REPORTING LEVEL	27	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	22	2	7	3	9
ASSET SIZE (MILLIONS)	29	$43.0	$45.8	$47.0	$49.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	34	$9,581	$11,664	$11,475	$13,475
BONUS	12	711	963	1,052	1,245
TOTAL COMPENSATION	34	9,600	12,004	11,475	14,213
AGE	34	26	35	30	42
YEARS OF EDUCATION	34	12	13	13	14
YEARS WITH PRESENT BANK	33	2	4	3	5
YEARS IN POSITION	33	2	3	2	4
REPORTING LEVEL	34	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	10	1	2	2	3
ASSET SIZE (MILLIONS)	34	$43.2	$46.0	$47.0	$49.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	89	$15,650	$19,382	$18,700	$23,000
BONUS	50	993	1,559	1,407	2,023
TOTAL COMPENSATION	89	16,900	20,258	19,500	23,769
AGE	88	33	40	38	46
YEARS OF EDUCATION	88	12	14	13	15
YEARS WITH PRESENT BANK	88	5	9	7	12
YEARS IN POSITION	84	2	6	4	8
REPORTING LEVEL	86	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	72	3	5	4	6
ASSET SIZE (MILLIONS)	89	$42.4	$45.1	$45.0	$48.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	69	$11,693	$13,766	$13,500	$15,000
BONUS	37	500	948	744	1,386
TOTAL COMPENSATION	69	11,850	14,274	14,100	15,797
AGE	69	28	34	31	39
YEARS OF EDUCATION	69	12	14	13	16
YEARS WITH PRESENT BANK	69	3	7	6	11
YEARS IN POSITION	68	2	4	3	4
REPORTING LEVEL	66	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	42	1	3	3	4
ASSET SIZE (MILLIONS)	69	$42.4	$45.2	$45.0	$49.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$12,000	$15,349	$14,800	$17,820
BONUS	40	500	1,179	866	1,538
TOTAL COMPENSATION	67	13,000	16,053	15,000	18,832
AGE	67	30	40	36	48
YEARS OF EDUCATION	66	12	14	13	16
YEARS WITH PRESENT BANK	67	4	10	9	13
YEARS IN POSITION	64	2	4	2	6
REPORTING LEVEL	60	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	27	1	9	3	8
ASSET SIZE (MILLIONS)	67	$42.2	$45.2	$46.0	$48.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	50	$16,575	$19,458	$18,650	$22,388
BONUS	28	952	1,748	1,514	2,262
TOTAL COMPENSATION	50	16,875	20,437	19,725	23,125
AGE	50	35	42	41	46
YEARS OF EDUCATION	50	12	14	14	16
YEARS WITH PRESENT BANK	49	6	12	10	15
YEARS IN POSITION	46	2	4	3	6
REPORTING LEVEL	50	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	33	2	6	4	8
ASSET SIZE (MILLIONS)	50	$41.0	$45.0	$45.1	$49.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$14,775	$19,890	$19,380	$23,325
BONUS	30	989	1,584	1,228	2,217
TOTAL COMPENSATION	52	16,668	20,803	20,575	23,363
AGE	52	35	44	43	51
YEARS OF EDUCATION	51	12	14	14	16
YEARS WITH PRESENT BANK	52	4	12	10	17
YEARS IN POSITION	50	2	5	4	6
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	41	1	4	2	4
ASSET SIZE (MILLIONS)	52	$42.8	$45.7	$47.1	$49.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$11,375	$12,653	$12,750	$13,850
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	11,375	12,943	13,125	14,325
AGE	10	27	32	29	34
YEARS OF EDUCATION	10	16	16	16	16
YEARS WITH PRESENT BANK	10	2	4	3	4
YEARS IN POSITION	10	1	2	2	3
REPORTING LEVEL	9	5	5	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	10	$40.7	$43.2	$43.2	$45.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$19,000	$22,332	$21,600	$25,500
BONUS	51	1,400	2,132	2,000	2,632
TOTAL COMPENSATION	87	19,800	23,582	23,280	26,000
AGE	87	36	44	43	51
YEARS OF EDUCATION	87	12	14	14	16
YEARS WITH PRESENT BANK	86	7	15	12	23
YEARS IN POSITION	83	2	7	5	9
REPORTING LEVEL	85	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	78	17	31	31	40
ASSET SIZE (MILLIONS)	87	$42.0	$45.1	$45.0	$48.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$13,700	$16,029	$15,000	$17,720
BONUS	20	644	1,274	1,157	1,556
TOTAL COMPENSATION	37	13,950	16,718	15,900	18,525
AGE	37	31	40	37	50
YEARS OF EDUCATION	37	12	14	13	16
YEARS WITH PRESENT BANK	36	5	12	10	19
YEARS IN POSITION	35	2	4	3	4
REPORTING LEVEL	37	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	28	3	22	10	44
ASSET SIZE (MILLIONS)	37	$43.5	$46.1	$47.3	$49.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$15,338	$21,215	$20,347	$23,975
BONUS	21	1,050	1,700	1,564	2,356
TOTAL COMPENSATION	32	16,708	22,331	21,105	25,925
AGE	32	37	47	48	57
YEARS OF EDUCATION	32	12	15	16	16
YEARS WITH PRESENT BANK	31	4	13	10	18
YEARS IN POSITION	30	4	7	5	9
REPORTING LEVEL	28	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	28	1	4	2	3
ASSET SIZE (MILLIONS)	32	$41.2	$45.4	$46.0	$49.0

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $50 TO $99 MILLION

Of the 818 banks submitting data for the East-North Central region, 128 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Bond Department Manager
Top Correspondent Bank Officer
Top International Banking Officer
Officer Trainee (Master's Degree)
Portfolio Manager

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	127	$43,000	$49,838	$49,700	$55,500
BONUS	67	4,000	8,391	5,400	10,000
TOTAL COMPENSATION	127	45,000	54,265	52,200	61,000
AGE	125	47	53	54	59
YEARS OF EDUCATION	124	14	15	16	17
YEARS WITH PRESENT BANK	124	11	20	19	30
YEARS IN POSITION	124	4	9	8	13
REPORTING LEVEL	127	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	123	66	81	80	99
ASSET SIZE (MILLIONS)	127	$62.0	$73.9	$72.0	$86.4

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	96	$29,545	$35,135	$34,245	$40,000
BONUS	48	2,063	3,765	3,021	4,180
TOTAL COMPENSATION	96	31,125	37,018	35,550	41,905
AGE	96	43	50	51	58
YEARS OF EDUCATION	94	14	15	16	16
YEARS WITH PRESENT BANK	96	7	19	19	28
YEARS IN POSITION	94	2	6	4	8
REPORTING LEVEL	95	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	91	14	56	64	83
ASSET SIZE (MILLIONS)	96	$61.6	$73.1	$71.6	$82.9

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$20,000	$25,707	$24,225	$29,046
BONUS	16	1,529	2,362	2,230	2,878
TOTAL COMPENSATION	44	20,254	26,565	24,525	30,875
AGE	44	43	49	49	56
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	44	12	19	20	27
YEARS IN POSITION	43	2	5	4	7
REPORTING LEVEL	44	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	40	6	40	35	69
ASSET SIZE (MILLIONS)	44	$61.0	$75.9	$77.7	$89.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$13,375	$18,185	$17,655	$22,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	13,602	18,305	17,705	23,250
AGE	13	33	41	35	52
YEARS OF EDUCATION	13	12	14	14	16
YEARS WITH PRESENT BANK	13	6	10	7	14
YEARS IN POSITION	13	2	4	5	6
REPORTING LEVEL	13	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	1	2	2	3
ASSET SIZE (MILLIONS)	13	$62.5	$76.7	$73.6	$93.7

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$22,375	$29,614	$28,000	$35,660
BONUS	6	1,792	2,483	2,649	3,075
TOTAL COMPENSATION	14	22,375	30,678	29,500	36,804
AGE	14	38	49	52	60
YEARS OF EDUCATION	12	14	15	16	17
YEARS WITH PRESENT BANK	14	7	19	16	33
YEARS IN POSITION	13	4	8	5	13
REPORTING LEVEL	14	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	11	1	30	3	97
ASSET SIZE (MILLIONS)	14	$69.1	$83.6	$88.8	$95.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$17,900	$20,374	$20,500	$23,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	18,700	20,549	20,500	23,000
AGE	15	35	40	38	47
YEARS OF EDUCATION	15	12	14	16	16
YEARS WITH PRESENT BANK	15	8	14	13	19
YEARS IN POSITION	15	2	3	3	4
REPORTING LEVEL	14	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	15	7	30	25	51
ASSET SIZE (MILLIONS)	15	$59.0	$72.8	$78.0	$82.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$17,138	$19,026	$19,305	$22,000
BONUS	9	1,100	1,545	1,462	2,095
TOTAL COMPENSATION	16	18,007	19,895	19,750	23,394
AGE	16	33	43	43	50
YEARS OF EDUCATION	15	12	13	12	14
YEARS WITH PRESENT BANK	16	6	14	8	23
YEARS IN POSITION	16	5	9	6	14
REPORTING LEVEL	16	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	14	6	10	10	12
ASSET SIZE (MILLIONS)	16	$65.7	$74.9	$76.4	$82.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$15,000	$17,218	$17,630	$19,200
BONUS	24	860	1,565	1,438	2,091
TOTAL COMPENSATION	43	15,000	18,091	18,241	20,165
AGE	43	36	44	44	52
YEARS OF EDUCATION	43	12	13	12	14
YEARS WITH PRESENT BANK	43	8	13	13	17
YEARS IN POSITION	43	2	5	4	7
REPORTING LEVEL	41	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	6	10	10	14
ASSET SIZE (MILLIONS)	43	$66.0	$77.1	$78.0	$87.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	78	$12,750	$15,146	$15,000	$17,111
BONUS	32	501	990	906	1,413
TOTAL COMPENSATION	78	13,098	15,552	15,563	17,575
AGE	78	34	42	41	51
YEARS OF EDUCATION	77	12	13	12	14
YEARS WITH PRESENT BANK	78	7	13	11	19
YEARS IN POSITION	78	2	5	3	6
REPORTING LEVEL	75	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	74	3	6	5	7
ASSET SIZE (MILLIONS)	78	$62.0	$74.8	$72.8	$89.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$20,375	$24,031	$23,788	$27,474
BONUS	5	288	1,287	1,500	2,179
TOTAL COMPENSATION	12	20,750	24,567	24,500	27,625
AGE	12	34	43	42	51
YEARS OF EDUCATION	12	14	16	16	16
YEARS WITH PRESENT BANK	12	5	12	9	20
YEARS IN POSITION	12	3	6	6	10
REPORTING LEVEL	12	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	1	7	3	12
ASSET SIZE (MILLIONS)	12	$72.2	$81.9	$81.3	$93.7

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$14,950	$16,704	$16,200	$18,710
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	14,950	16,904	16,200	19,210
AGE	5	32	40	42	47
YEARS OF EDUCATION	5	12	13	13	15
YEARS WITH PRESENT BANK	5	7	12	12	18
YEARS IN POSITION	5	2	3	2	5
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$62.2	$75.5	$78.0	$87.7

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$14,739	$18,870	$18,063	$23,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	15,370	19,447	18,063	24,130
AGE	9	32	41	36	48
YEARS OF EDUCATION	9	12	15	16	16
YEARS WITH PRESENT BANK	9	6	9	8	13
YEARS IN POSITION	8	1	5	3	12
REPORTING LEVEL	8	6	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	1	4	4	8
ASSET SIZE (MILLIONS)	9	$78.0	$89.4	$95.0	$97.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	60	$22,850	$26,781	$26,200	$29,875
BONUS	27	1,500	2,765	2,086	3,450
TOTAL COMPENSATION	60	23,625	28,025	27,628	33,000
AGE	59	35	43	42	50
YEARS OF EDUCATION	58	12	15	16	16
YEARS WITH PRESENT BANK	60	4	11	11	15
YEARS IN POSITION	58	2	5	4	6
REPORTING LEVEL	58	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	55	4	6	5	7
ASSET SIZE (MILLIONS)	60	$66.3	$76.5	$74.7	$89.4

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	74	$17,832	$21,812	$21,050	$24,454
BONUS	25	855	1,421	1,000	2,066
TOTAL COMPENSATION	74	18,000	22,492	21,588	25,425
AGE	74	33	44	44	53
YEARS OF EDUCATION	72	12	15	16	16
YEARS WITH PRESENT BANK	74	4	12	9	16
YEARS IN POSITION	69	3	6	4	7
REPORTING LEVEL	72	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	33	1	4	3	5
ASSET SIZE (MILLIONS)	74	$64.0	$75.6	$74.2	$88.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$13,250	$15,374	$15,250	$18,000
BONUS	17	642	1,046	1,000	1,425
TOTAL COMPENSATION	41	13,579	15,808	15,938	18,104
AGE	41	30	36	33	41
YEARS OF EDUCATION	39	12	14	16	16
YEARS WITH PRESENT BANK	41	5	10	8	12
YEARS IN POSITION	38	2	3	2	4
REPORTING LEVEL	41	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	15	1	3	2	4
ASSET SIZE (MILLIONS)	41	$66.6	$77.7	$78.0	$92.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	33	$15,850	$20,251	$19,000	$25,000
BONUS	14	1,006	1,833	1,596	2,573
TOTAL COMPENSATION	33	15,890	21,028	20,292	25,000
AGE	33	31	35	33	41
YEARS OF EDUCATION	31	12	14	14	16
YEARS WITH PRESENT BANK	33	6	10	10	13
YEARS IN POSITION	32	2	6	4	9
REPORTING LEVEL	32	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	32	5	13	10	18
ASSET SIZE (MILLIONS)	33	$67.6	$79.0	$80.0	$94.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$21,188	$25,903	$26,000	$29,525
BONUS	31	1,550	2,929	2,255	2,784
TOTAL COMPENSATION	72	21,697	27,164	26,800	31,075
AGE	71	36	44	42	53
YEARS OF EDUCATION	70	14	15	16	16
YEARS WITH PRESENT BANK	72	6	14	13	21
YEARS IN POSITION	71	2	5	4	8
REPORTING LEVEL	72	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	67	3	25	10	47
ASSET SIZE (MILLIONS)	72	$61.0	$73.3	$71.8	$84.4

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$11,000	$13,140	$12,500	$14,800
BONUS	14	514	869	975	1,182
TOTAL COMPENSATION	51	11,400	13,379	12,650	15,000
AGE	51	28	36	33	39
YEARS OF EDUCATION	48	12	13	12	14
YEARS WITH PRESENT BANK	51	2	5	3	6
YEARS IN POSITION	47	1	3	2	3
REPORTING LEVEL	48	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	30	1	3	2	4
ASSET SIZE (MILLIONS)	51	$64.0	$74.8	$72.0	$89.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$19,000	$22,263	$21,400	$24,700
BONUS	41	1,000	1,943	1,500	2,287
TOTAL COMPENSATION	91	19,700	23,139	22,000	25,300
AGE	91	36	44	42	51
YEARS OF EDUCATION	88	12	13	13	14
YEARS WITH PRESENT BANK	91	7	13	10	17
YEARS IN POSITION	89	3	7	5	9
REPORTING LEVEL	88	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	85	5	8	6	10
ASSET SIZE (MILLIONS)	91	$64.0	$75.1	$74.5	$88.4

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	101	$14,000	$16,305	$16,092	$18,000
BONUS	38	500	1,153	1,038	1,525
TOTAL COMPENSATION	101	14,234	16,739	16,500	18,430
AGE	101	33	39	38	47
YEARS OF EDUCATION	97	12	14	14	16
YEARS WITH PRESENT BANK	101	4	10	8	14
YEARS IN POSITION	98	2	5	3	6
REPORTING LEVEL	96	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	58	2	5	3	6
ASSET SIZE (MILLIONS)	101	$62.0	$75.0	$73.6	$89.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	102	$13,995	$16,478	$16,750	$19,031
BONUS	41	663	1,468	1,500	1,916
TOTAL COMPENSATION	102	14,160	17,068	17,025	19,810
AGE	102	31	40	38	49
YEARS OF EDUCATION	98	12	14	15	16
YEARS WITH PRESENT BANK	102	4	11	8	16
YEARS IN POSITION	100	2	5	4	6
REPORTING LEVEL	85	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	75	1	2	1	2
ASSET SIZE (MILLIONS)	102	$61.8	$73.8	$72.0	$85.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$15,089	$18,663	$16,900	$21,600
BONUS	7	1,000	1,329	1,500	1,631
TOTAL COMPENSATION	18	15,089	19,180	17,750	22,931
AGE	18	31	40	38	47
YEARS OF EDUCATION	16	12	14	16	16
YEARS WITH PRESENT BANK	18	3	9	6	14
YEARS IN POSITION	18	2	3	3	3
REPORTING LEVEL	17	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	2	5	4	7
ASSET SIZE (MILLIONS)	18	$64.1	$78.0	$81.5	$90.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$14,925	$19,077	$18,811	$23,000
BONUS	16	675	1,728	1,455	2,143
TOTAL COMPENSATION	46	15,226	19,678	19,250	23,993
AGE	46	32	43	43	52
YEARS OF EDUCATION	45	13	15	16	16
YEARS WITH PRESENT BANK	46	4	10	7	13
YEARS IN POSITION	45	2	5	4	7
REPORTING LEVEL	43	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	31	1	2	2	2
ASSET SIZE (MILLIONS)	46	$61.1	$74.9	$73.8	$89.7

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$17,875	$21,193	$21,000	$24,700
BONUS	22	753	1,719	1,871	2,281
TOTAL COMPENSATION	54	18,550	21,893	22,094	26,401
AGE	53	37	46	46	55
YEARS OF EDUCATION	53	12	14	12	16
YEARS WITH PRESENT BANK	54	9	16	14	22
YEARS IN POSITION	54	3	6	6	8
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	46	2	3	2	4
ASSET SIZE (MILLIONS)	54	$64.0	$73.4	$71.7	$85.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$16,450	$19,781	$19,160	$22,125
BONUS	23	875	1,725	1,365	2,279
TOTAL COMPENSATION	58	16,704	20,465	19,473	22,925
AGE	58	33	42	43	49
YEARS OF EDUCATION	57	12	14	14	16
YEARS WITH PRESENT BANK	58	7	15	12	21
YEARS IN POSITION	56	2	5	4	7
REPORTING LEVEL	56	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	34	1	3	2	3
ASSET SIZE (MILLIONS)	58	$61.4	$74.1	$72.7	$87.8

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$12,500	$15,107	$13,500	$17,750
BONUS	7	900	1,273	1,046	1,350
TOTAL COMPENSATION	19	12,535	15,576	14,850	18,063
AGE	19	32	40	38	46
YEARS OF EDUCATION	18	12	13	12	15
YEARS WITH PRESENT BANK	19	4	10	7	16
YEARS IN POSITION	18	2	3	3	3
REPORTING LEVEL	18	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	1	2	1	3
ASSET SIZE (MILLIONS)	19	$67.0	$79.2	$79.0	$95.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	50	$10,000	$12,308	$11,653	$14,100
BONUS	20	563	873	900	1,194
TOTAL COMPENSATION	50	10,175	12,657	11,808	15,000
AGE	50	37	46	49	55
YEARS OF EDUCATION	49	12	13	12	13
YEARS WITH PRESENT BANK	50	7	14	12	18
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	46	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	36	3	7	5	9
ASSET SIZE (MILLIONS)	50	$59.7	$72.5	$70.9	$82.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$9,000	$10,467	$9,900	$11,375
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	24	9,013	10,518	9,930	11,375
AGE	24	24	26	26	29
YEARS OF EDUCATION	24	16	16	16	16
YEARS WITH PRESENT BANK	24	2	2	2	3
YEARS IN POSITION	24	1	2	2	2
REPORTING LEVEL	22	5	5	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	24	$64.1	$75.7	$72.2	$90.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$18,850	$23,306	$23,000	$27,250
BONUS	36	1,025	2,211	1,871	3,178
TOTAL COMPENSATION	93	19,000	24,162	23,500	28,342
AGE	92	36	43	43	50
YEARS OF EDUCATION	91	12	14	14	16
YEARS WITH PRESENT BANK	93	7	15	14	24
YEARS IN POSITION	92	2	5	4	7
REPORTING LEVEL	91	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	88	19	40	39	57
ASSET SIZE (MILLIONS)	93	$62.5	$75.0	$73.0	$89.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$14,000	$18,475	$18,000	$22,126
BONUS	6	392	1,575	2,108	2,276
TOTAL COMPENSATION	19	14,000	18,972	18,000	23,517
AGE	19	35	46	45	52
YEARS OF EDUCATION	19	12	13	12	14
YEARS WITH PRESENT BANK	19	5	13	11	19
YEARS IN POSITION	17	2	3	2	5
REPORTING LEVEL	18	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	6	11	8	14
ASSET SIZE (MILLIONS)	19	$70.0	$82.5	$82.6	$95.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$11,580	$15,265	$15,458	$17,375
BONUS	6	1,593	1,842	1,881	2,125
TOTAL COMPENSATION	22	11,900	15,767	15,458	18,655
AGE	22	34	43	41	53
YEARS OF EDUCATION	21	12	13	12	15
YEARS WITH PRESENT BANK	22	7	13	13	21
YEARS IN POSITION	21	3	5	4	6
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	3	12	5	16
ASSET SIZE (MILLIONS)	22	$69.5	$78.9	$80.0	$95.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$13,875	$17,472	$17,450	$20,500
BONUS	20	870	1,690	1,240	2,262
TOTAL COMPENSATION	58	13,975	18,055	17,850	20,803
AGE	58	38	46	47	54
YEARS OF EDUCATION	57	12	14	13	15
YEARS WITH PRESENT BANK	58	6	15	12	21
YEARS IN POSITION	56	2	5	4	5
REPORTING LEVEL	57	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	1	14	2	7
ASSET SIZE (MILLIONS)	58	$61.0	$75.9	$75.1	$90.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$14,500	$17,437	$17,325	$21,000
BONUS	8	709	1,741	972	2,932
TOTAL COMPENSATION	25	14,500	17,995	17,800	21,250
AGE	23	31	44	46	54
YEARS OF EDUCATION	24	12	13	12	15
YEARS WITH PRESENT BANK	25	8	16	16	26
YEARS IN POSITION	25	2	4	3	6
REPORTING LEVEL	24	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	12	4	23	7	30
ASSET SIZE (MILLIONS)	25	$67.1	$77.3	$79.5	$89.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$10,875	$14,025	$14,516	$16,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	10,901	14,085	14,516	16,000
AGE	10	39	47	51	53
YEARS OF EDUCATION	10	12	13	12	13
YEARS WITH PRESENT BANK	10	5	11	7	18
YEARS IN POSITION	9	2	3	3	5
REPORTING LEVEL	8	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	10	$71.5	$82.7	$85.0	$96.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	74	$21,450	$26,754	$26,450	$31,906
BONUS	32	1,000	2,183	2,088	3,375
TOTAL COMPENSATION	74	22,975	27,698	27,350	32,734
AGE	72	37	45	45	52
YEARS OF EDUCATION	71	16	17	16	19
YEARS WITH PRESENT BANK	74	5	11	9	16
YEARS IN POSITION	72	3	7	6	9
REPORTING LEVEL	73	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	70	2	4	3	5
ASSET SIZE (MILLIONS)	74	$62.0	$75.7	$73.8	$90.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $ 50 TO $ 99 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$12,200	$15,776	$15,600	$18,500
BONUS	14	173	812	795	1,256
TOTAL COMPENSATION	35	12,500	16,101	16,250	18,665
AGE	35	33	40	38	46
YEARS OF EDUCATION	33	12	14	14	16
YEARS WITH PRESENT BANK	35	6	11	9	15
YEARS IN POSITION	34	2	5	4	6
REPORTING LEVEL	34	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	32	2	3	3	4
ASSET SIZE (MILLIONS)	35	$61.5	$78.5	$78.3	$94.0

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $100 TO $249 MILLION

Of the 818 banks submitting data for the East-North Central region, 103 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following position in this asset size category.

Top International Banking Officer

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	103	$55,000	$65,857	$64,300	$77,076
BONUS	60	4,518	9,934	8,246	15,180
TOTAL COMPENSATION	103	59,700	71,644	71,600	85,000
AGE	102	47	53	53	60
YEARS OF EDUCATION	99	16	16	16	17
YEARS WITH PRESENT BANK	101	9	20	18	29
YEARS IN POSITION	98	4	8	7	12
REPORTING LEVEL	103	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	97	113	158	160	204
ASSET SIZE (MILLIONS)	103	$112.0	$150.9	$136.0	$181.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$37,125	$44,874	$43,000	$53,350
BONUS	49	2,963	6,901	5,250	10,000
TOTAL COMPENSATION	88	38,375	48,717	47,300	56,914
AGE	87	42	48	48	53
YEARS OF EDUCATION	84	14	15	16	16
YEARS WITH PRESENT BANK	87	8	16	14	23
YEARS IN POSITION	84	3	6	4	9
REPORTING LEVEL	87	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	81	31	105	101	161
ASSET SIZE (MILLIONS)	88	$122.9	$152.9	$139.6	$180.7

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$26,425	$32,271	$30,475	$35,625
BONUS	18	2,000	3,525	2,915	4,400
TOTAL COMPENSATION	36	27,500	34,034	30,875	39,825
AGE	36	36	43	40	47
YEARS OF EDUCATION	35	13	15	16	17
YEARS WITH PRESENT BANK	36	8	17	16	23
YEARS IN POSITION	34	3	5	4	7
REPORTING LEVEL	36	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	34	11	51	43	84
ASSET SIZE (MILLIONS)	36	$124.3	$159.1	$158.5	$197.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$12,900	$18,085	$20,000	$22,000
BONUS	6	355	1,429	1,600	2,425
TOTAL COMPENSATION	19	13,200	18,537	20,250	24,000
AGE	18	35	43	39	52
YEARS OF EDUCATION	17	14	15	16	16
YEARS WITH PRESENT BANK	18	3	11	7	16
YEARS IN POSITION	18	2	5	4	8
REPORTING LEVEL	19	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	13	2	2	2	3
ASSET SIZE (MILLIONS)	19	$103.3	$148.2	$135.0	$188.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$23,706	$29,641	$27,696	$34,675
BONUS	15	1,310	3,208	1,925	3,925
TOTAL COMPENSATION	32	23,706	31,145	28,100	36,868
AGE	32	36	44	41	53
YEARS OF EDUCATION	32	15	16	16	17
YEARS WITH PRESENT BANK	32	5	13	11	16
YEARS IN POSITION	32	4	6	5	9
REPORTING LEVEL	30	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	1	6	2	4
ASSET SIZE (MILLIONS)	32	$111.7	$157.9	$139.2	$204.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$27,550	$39,420	$42,000	$50,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	32,100	44,008	50,000	52,920
AGE	5	36	51	58	63
YEARS OF EDUCATION	5	13	15	16	16
YEARS WITH PRESENT BANK	5	8	26	29	42
YEARS IN POSITION	5	2	5	6	8
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$112.0	$166.3	$176.0	$215.9

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$19,500	$24,206	$23,100	$27,250
BONUS	14	1,131	2,399	1,716	2,638
TOTAL COMPENSATION	39	19,500	25,067	24,100	28,403
AGE	39	37	44	43	51
YEARS OF EDUCATION	39	12	14	14	16
YEARS WITH PRESENT BANK	39	6	15	13	24
YEARS IN POSITION	38	2	4	3	5
REPORTING LEVEL	38	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	30	68	71	105
ASSET SIZE (MILLIONS)	39	$124.0	$157.6	$136.0	$200.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$17,750	$20,783	$19,100	$23,700
BONUS	7	433	2,125	1,006	1,800
TOTAL COMPENSATION	21	17,800	21,492	21,100	24,623
AGE	20	36	41	38	47
YEARS OF EDUCATION	20	12	14	14	16
YEARS WITH PRESENT BANK	20	8	15	13	20
YEARS IN POSITION	20	2	5	4	9
REPORTING LEVEL	20	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	19	9	16	13	20
ASSET SIZE (MILLIONS)	21	$107.9	$151.6	$144.0	$179.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$16,300	$18,712	$18,000	$20,580
BONUS	16	323	1,918	1,213	1,725
TOTAL COMPENSATION	53	16,640	19,291	18,700	21,450
AGE	53	33	43	40	52
YEARS OF EDUCATION	51	12	13	13	15
YEARS WITH PRESENT BANK	53	7	14	12	21
YEARS IN POSITION	50	3	5	4	7
REPORTING LEVEL	52	5	5	4	3
TOTAL EMPLOYEES SUPERVISED	52	10	12	12	15
ASSET SIZE (MILLIONS)	53	$123.9	$156.1	$140.0	$198.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	64	$14,000	$16,299	$15,775	$17,975
BONUS	19	600	1,175	1,000	1,700
TOTAL COMPENSATION	64	14,231	16,648	16,180	18,553
AGE	63	33	41	40	48
YEARS OF EDUCATION	63	12	13	12	14
YEARS WITH PRESENT BANK	64	8	13	11	19
YEARS IN POSITION	59	3	5	4	7
REPORTING LEVEL	62	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	62	4	6	6	7
ASSET SIZE (MILLIONS)	64	$120.9	$156.6	$143.5	$199.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$18,750	$23,496	$23,400	$29,300
BONUS	5	950	1,550	1,850	2,000
TOTAL COMPENSATION	21	18,750	23,865	23,750	29,300
AGE	21	40	48	48	54
YEARS OF EDUCATION	21	12	14	15	16
YEARS WITH PRESENT BANK	21	5	15	11	29
YEARS IN POSITION	21	2	5	4	5
REPORTING LEVEL	21	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	14	1	2	2	2
ASSET SIZE (MILLIONS)	21	$126.4	$167.9	$165.0	$210.7

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$16,170	$19,465	$19,875	$23,520
BONUS	5	353	2,431	1,700	4,875
TOTAL COMPENSATION	19	16,170	20,105	20,000	24,200
AGE	19	36	50	56	61
YEARS OF EDUCATION	19	13	14	14	16
YEARS WITH PRESENT BANK	19	5	12	10	14
YEARS IN POSITION	17	2	5	3	7
REPORTING LEVEL	19	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	1	3	1	8
ASSET SIZE (MILLIONS)	19	$130.0	$167.1	$160.0	$210.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	34	$13,250	$17,816	$16,044	$21,325
BONUS	12	713	2,385	1,729	3,225
TOTAL COMPENSATION	34	13,372	18,658	16,050	22,150
AGE	34	30	38	34	46
YEARS OF EDUCATION	33	13	15	15	16
YEARS WITH PRESENT BANK	34	5	11	7	14
YEARS IN POSITION	33	2	4	3	6
REPORTING LEVEL	34	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	33	1	5	2	6
ASSET SIZE (MILLIONS)	34	$120.2	$160.1	$154.9	$201.8

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	76	$26,400	$31,262	$31,003	$36,875
BONUS	39	1,500	3,588	3,000	4,400
TOTAL COMPENSATION	76	26,775	33,103	32,467	39,550
AGE	75	37	43	43	49
YEARS OF EDUCATION	73	13	15	16	16
YEARS WITH PRESENT BANK	75	5	13	10	16
YEARS IN POSITION	74	3	5	4	7
REPORTING LEVEL	74	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	72	4	8	7	10
ASSET SIZE (MILLIONS)	76	$109.7	$152.6	$142.0	$186.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$20,000	$23,083	$23,215	$26,700
BONUS	30	694	2,324	1,758	2,865
TOTAL COMPENSATION	86	20,000	23,894	23,950	27,746
AGE	84	34	41	38	47
YEARS OF EDUCATION	83	14	15	16	16
YEARS WITH PRESENT BANK	85	4	11	10	16
YEARS IN POSITION	83	2	6	4	8
REPORTING LEVEL	81	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	55	1	4	3	5
ASSET SIZE (MILLIONS)	86	$113.3	$152.0	$136.0	$189.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$14,450	$17,269	$16,500	$19,400
BONUS	12	413	1,049	875	1,379
TOTAL COMPENSATION	46	14,475	17,543	16,800	19,738
AGE	46	29	34	33	38
YEARS OF EDUCATION	45	14	15	16	16
YEARS WITH PRESENT BANK	46	4	8	7	11
YEARS IN POSITION	46	2	3	2	4
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	22	1	2	2	3
ASSET SIZE (MILLIONS)	46	$123.0	$153.0	$145.0	$182.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$18,700	$29,223	$29,616	$37,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	18,700	30,386	29,616	39,000
AGE	11	38	47	44	62
YEARS OF EDUCATION	11	12	14	14	16
YEARS WITH PRESENT BANK	11	3	20	12	43
YEARS IN POSITION	11	3	8	6	10
REPORTING LEVEL	10	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	1	15	2	4
ASSET SIZE (MILLIONS)	11	$150.5	$181.9	$188.1	$213.4

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$19,605	$23,571	$23,000	$26,000
BONUS	21	1,267	2,178	1,750	2,600
TOTAL COMPENSATION	53	20,164	24,434	23,375	27,750
AGE	53	34	40	39	44
YEARS OF EDUCATION	52	14	14	14	16
YEARS WITH PRESENT BANK	53	7	11	11	15
YEARS IN POSITION	51	2	6	4	9
REPORTING LEVEL	53	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	7	18	11	22
ASSET SIZE (MILLIONS)	53	$123.4	$156.6	$147.0	$197.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	76	$25,325	$29,532	$28,400	$33,000
BONUS	38	1,280	3,868	2,250	4,638
TOTAL COMPENSATION	76	26,000	31,466	29,950	35,000
AGE	75	35	42	41	49
YEARS OF EDUCATION	73	14	16	16	18
YEARS WITH PRESENT BANK	74	6	13	10	21
YEARS IN POSITION	71	3	5	4	8
REPORTING LEVEL	76	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	72	4	30	8	35
ASSET SIZE (MILLIONS)	76	$114.3	$152.1	$139.6	$180.7

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	66	$12,090	$14,360	$14,000	$16,385
BONUS	15	400	1,531	787	1,384
TOTAL COMPENSATION	66	12,405	14,708	14,354	16,385
AGE	65	30	37	34	44
YEARS OF EDUCATION	63	12	13	13	14
YEARS WITH PRESENT BANK	65	3	6	4	7
YEARS IN POSITION	65	2	3	3	4
REPORTING LEVEL	65	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	53	2	4	3	4
ASSET SIZE (MILLIONS)	66	$110.5	$151.1	$138.0	$177.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$20,000	$24,049	$24,500	$27,130
BONUS	42	1,262	2,586	2,000	3,069
TOTAL COMPENSATION	93	20,900	25,216	24,800	28,300
AGE	92	37	43	43	50
YEARS OF EDUCATION	90	12	14	14	14
YEARS WITH PRESENT BANK	92	8	13	11	16
YEARS IN POSITION	89	3	6	5	8
REPORTING LEVEL	91	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	91	6	11	10	13
ASSET SIZE (MILLIONS)	93	$111.7	$150.6	$136.0	$180.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$14,595	$16,649	$17,000	$18,500
BONUS	29	393	1,169	1,000	1,750
TOTAL COMPENSATION	93	14,900	17,014	17,200	19,107
AGE	91	31	39	36	43
YEARS OF EDUCATION	91	12	14	14	16
YEARS WITH PRESENT BANK	91	4	10	9	13
YEARS IN POSITION	89	2	5	3	7
REPORTING LEVEL	88	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	57	3	6	5	8
ASSET SIZE (MILLIONS)	93	$112.2	$151.0	$136.0	$184.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	92	$17,350	$19,564	$19,000	$21,950
BONUS	32	391	1,315	865	1,950
TOTAL COMPENSATION	92	17,713	20,021	19,900	22,301
AGE	88	31	40	39	48
YEARS OF EDUCATION	88	14	15	16	16
YEARS WITH PRESENT BANK	90	4	12	10	17
YEARS IN POSITION	86	2	6	4	9
REPORTING LEVEL	83	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	87	1	4	2	3
ASSET SIZE (MILLIONS)	92	$112.8	$152.6	$137.6	$186.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$16,500	$21,398	$20,500	$26,000
BONUS	6	242	2,262	931	4,235
TOTAL COMPENSATION	23	16,500	21,988	20,718	27,100
AGE	23	32	41	44	50
YEARS OF EDUCATION	23	13	15	16	16
YEARS WITH PRESENT BANK	23	2	13	13	22
YEARS IN POSITION	22	2	5	4	5
REPORTING LEVEL	22	5	4	3	2
TOTAL EMPLOYEES SUPERVISED	17	4	8	5	10
ASSET SIZE (MILLIONS)	23	$124.0	$150.9	$144.0	$176.8

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	60	$19,250	$25,647	$24,100	$30,603
BONUS	23	994	2,727	1,875	3,000
TOTAL COMPENSATION	60	19,888	26,692	24,368	31,225
AGE	59	35	44	42	53
YEARS OF EDUCATION	60	14	15	16	16
YEARS WITH PRESENT BANK	60	4	10	8	15
YEARS IN POSITION	57	2	5	4	7
REPORTING LEVEL	59	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	53	1	4	2	3
ASSET SIZE (MILLIONS)	60	$120.2	$160.0	$159.0	$200.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$21,255	$26,209	$25,700	$30,100
BONUS	31	1,326	2,936	2,200	3,216
TOTAL COMPENSATION	73	22,113	27,456	27,000	30,500
AGE	72	39	48	48	58
YEARS OF EDUCATION	71	12	14	14	16
YEARS WITH PRESENT BANK	72	7	17	14	26
YEARS IN POSITION	68	3	7	6	10
REPORTING LEVEL	72	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	70	3	4	4	5
ASSET SIZE (MILLIONS)	73	$111.7	$153.9	$143.0	$192.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	65	$16,750	$19,499	$18,936	$21,900
BONUS	20	356	2,410	1,088	2,358
TOTAL COMPENSATION	65	17,000	20,240	19,300	21,900
AGE	63	35	43	42	47
YEARS OF EDUCATION	63	12	14	14	16
YEARS WITH PRESENT BANK	65	7	13	10	17
YEARS IN POSITION	62	3	5	5	7
REPORTING LEVEL	63	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	45	2	3	3	4
ASSET SIZE (MILLIONS)	65	$123.9	$159.3	$150.0	$203.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	29	$11,954	$14,121	$13,500	$15,900
BONUS	8	500	933	627	1,371
TOTAL COMPENSATION	29	11,954	14,378	13,860	15,900
AGE	29	28	36	31	43
YEARS OF EDUCATION	29	12	14	13	16
YEARS WITH PRESENT BANK	29	6	11	8	14
YEARS IN POSITION	29	2	3	3	4
REPORTING LEVEL	29	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	2	2	2	3
ASSET SIZE (MILLIONS)	29	$123.9	$162.7	$165.0	$203.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$10,950	$14,074	$13,325	$16,700
BONUS	15	315	1,251	700	1,900
TOTAL COMPENSATION	58	10,950	14,397	13,750	17,025
AGE	58	31	42	42	54
YEARS OF EDUCATION	58	12	13	12	14
YEARS WITH PRESENT BANK	58	8	14	12	16
YEARS IN POSITION	58	2	5	4	6
REPORTING LEVEL	56	5	5	4	3
TOTAL EMPLOYEES SUPERVISED	44	3	7	6	10
ASSET SIZE (MILLIONS)	58	$122.3	$152.7	$145.0	$182.7

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$12,000	$12,071	$12,000	$12,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	12,000	12,103	12,000	12,500
AGE	5	25	26	26	29
YEARS OF EDUCATION	6	17	17	17	18
YEARS WITH PRESENT BANK	5	2	3	2	4
YEARS IN POSITION	6	1	2	2	3
REPORTING LEVEL	6	9	7	7	6
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	7	$122.8	$163.9	$164.2	$223.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$10,000	$11,063	$11,000	$12,000
BONUS	5	259	549	504	861
TOTAL COMPENSATION	35	10,000	11,142	11,000	12,000
AGE	33	24	26	26	28
YEARS OF EDUCATION	34	16	16	16	16
YEARS WITH PRESENT BANK	34	2	2	2	3
YEARS IN POSITION	34	1	2	2	2
REPORTING LEVEL	33	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	6	2	5	3	7
ASSET SIZE (MILLIONS)	35	$122.8	$165.2	$165.0	$206.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	84	$21,238	$26,224	$26,550	$30,000
BONUS	40	1,039	3,032	2,025	4,300
TOTAL COMPENSATION	84	21,808	27,668	27,840	31,870
AGE	83	36	43	41	49
YEARS OF EDUCATION	82	12	15	15	16
YEARS WITH PRESENT BANK	83	8	15	13	21
YEARS IN POSITION	79	2	5	4	6
REPORTING LEVEL	83	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	82	21	57	48	79
ASSET SIZE (MILLIONS)	84	$112.1	$150.5	$135.0	$192.8

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$17,350	$24,869	$21,500	$27,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	17,655	25,661	22,400	29,000
AGE	9	39	45	44	52
YEARS OF EDUCATION	9	12	13	12	14
YEARS WITH PRESENT BANK	9	10	19	20	29
YEARS IN POSITION	9	4	6	5	8
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	5	31	14	40
ASSET SIZE (MILLIONS)	9	$116.0	$169.3	$175.0	$221.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$14,631	$17,268	$17,200	$21,411
BONUS	9	320	1,238	1,500	1,875
TOTAL COMPENSATION	24	14,631	17,733	17,670	21,411
AGE	23	32	43	44	55
YEARS OF EDUCATION	23	12	14	14	16
YEARS WITH PRESENT BANK	23	7	15	11	26
YEARS IN POSITION	22	2	4	4	6
REPORTING LEVEL	24	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	18	3	7	5	9
ASSET SIZE (MILLIONS)	24	$125.5	$158.6	$150.2	$202.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	85	$15,900	$19,811	$19,500	$23,750
BONUS	25	365	1,177	750	2,000
TOTAL COMPENSATION	85	15,900	20,157	20,000	24,198
AGE	84	35	44	41	53
YEARS OF EDUCATION	81	12	14	14	16
YEARS WITH PRESENT BANK	84	6	13	11	18
YEARS IN POSITION	82	2	5	4	6
REPORTING LEVEL	81	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	69	2	12	3	4
ASSET SIZE (MILLIONS)	85	$121.9	$156.8	$144.0	$199.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$17,600	$24,815	$20,500	$30,050
BONUS	6	1,324	3,923	1,900	5,460
TOTAL COMPENSATION	13	18,100	26,626	21,297	34,600
AGE	13	32	42	37	53
YEARS OF EDUCATION	13	16	16	16	17
YEARS WITH PRESENT BANK	13	2	7	3	10
YEARS IN POSITION	13	2	4	2	5
REPORTING LEVEL	12	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	1	9	1	5
ASSET SIZE (MILLIONS)	13	$139.9	$175.6	$175.0	$218.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$15,000	$17,895	$18,600	$21,400
BONUS	17	704	1,680	1,420	2,250
TOTAL COMPENSATION	41	15,070	18,592	19,500	22,307
AGE	39	35	46	46	55
YEARS OF EDUCATION	39	12	14	14	16
YEARS WITH PRESENT BANK	39	6	14	10	23
YEARS IN POSITION	39	2	6	4	11
REPORTING LEVEL	41	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	2	12	4	12
ASSET SIZE (MILLIONS)	41	$125.2	$166.5	$160.0	$215.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$10,960	$14,057	$13,300	$16,100
BONUS	6	503	940	750	1,375
TOTAL COMPENSATION	17	11,335	14,389	14,000	16,100
AGE	17	30	36	34	40
YEARS OF EDUCATION	16	12	15	15	16
YEARS WITH PRESENT BANK	17	5	9	7	12
YEARS IN POSITION	17	2	3	2	3
REPORTING LEVEL	17	6	5	4	3
TOTAL EMPLOYEES SUPERVISED	12	2	25	4	33
ASSET SIZE (MILLIONS)	17	$124.0	$158.2	$135.5	$194.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$29,500	$33,534	$32,600	$38,000
BONUS	40	1,463	3,595	3,000	4,000
TOTAL COMPENSATION	83	29,500	35,267	34,513	40,000
AGE	83	40	47	48	53
YEARS OF EDUCATION	81	16	17	17	19
YEARS WITH PRESENT BANK	83	5	11	9	16
YEARS IN POSITION	81	3	6	5	8
REPORTING LEVEL	81	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	80	4	10	8	14
ASSET SIZE (MILLIONS)	83	$122.8	$157.2	$146.0	$198.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$14,100	$18,221	$17,000	$21,000
BONUS	18	735	1,385	1,115	2,113
TOTAL COMPENSATION	63	14,100	18,617	17,000	21,400
AGE	63	32	41	39	48
YEARS OF EDUCATION	62	12	15	14	16
YEARS WITH PRESENT BANK	63	5	10	10	14
YEARS IN POSITION	61	2	5	4	7
REPORTING LEVEL	61	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	54	3	5	5	7
ASSET SIZE (MILLIONS)	63	$122.8	$160.2	$155.8	$206.0

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $250 TO $499 MILLION

Of the 818 banks submitting data for the East-North Central region, 26 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Bond Department Manager
Officer Trainee (Master's Degree)
Portfolio Manager
Top International Banking Officer

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$69,750	$83,572	$84,300	$93,200
BONUS	13	7,800	15,788	14,500	21,750
TOTAL COMPENSATION	25	73,500	91,782	86,200	101,700
AGE	25	49	57	58	63
YEARS OF EDUCATION	23	16	16	16	18
YEARS WITH PRESENT BANK	25	6	18	17	33
YEARS IN POSITION	25	3	8	5	11
REPORTING LEVEL	25	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	23	269	335	351	499
ASSET SIZE (MILLIONS)	25	$281.6	$360.2	$367.8	$430.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$50,525	$61,941	$55,000	$72,875
BONUS	11	3,500	11,023	9,900	14,000
TOTAL COMPENSATION	22	50,925	67,452	66,250	77,100
AGE	22	43	51	52	58
YEARS OF EDUCATION	22	16	16	16	16
YEARS WITH PRESENT BANK	22	10	18	16	29
YEARS IN POSITION	22	3	4	3	5
REPORTING LEVEL	21	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	19	20	238	235	386
ASSET SIZE (MILLIONS)	22	$284.7	$373.5	$394.0	$436.8

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$32,775	$40,490	$40,150	$47,750
BONUS	5	4,750	8,400	9,000	11,750
TOTAL COMPENSATION	10	38,025	44,690	43,400	52,000
AGE	10	37	44	43	50
YEARS OF EDUCATION	10	14	16	16	17
YEARS WITH PRESENT BANK	10	3	11	12	16
YEARS IN POSITION	10	2	4	3	4
REPORTING LEVEL	9	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	17	79	44	146
ASSET SIZE (MILLIONS)	10	$267.7	$325.4	$312.7	$372.8

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$19,250	$22,141	$22,200	$25,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	19,250	22,495	22,500	25,000
AGE	11	31	40	42	48
YEARS OF EDUCATION	11	14	15	16	16
YEARS WITH PRESENT BANK	11	6	12	9	17
YEARS IN POSITION	11	2	5	4	8
REPORTING LEVEL	10	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	1	2	1	2
ASSET SIZE (MILLIONS)	11	$360.0	$390.1	$415.0	$442.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$27,400	$34,948	$35,900	$40,000
BONUS	10	2,250	4,925	3,450	7,400
TOTAL COMPENSATION	20	29,900	37,410	39,200	45,525
AGE	20	36	44	44	51
YEARS OF EDUCATION	20	16	16	16	18
YEARS WITH PRESENT BANK	20	8	12	12	16
YEARS IN POSITION	20	4	6	5	8
REPORTING LEVEL	20	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	19	2	6	3	9
ASSET SIZE (MILLIONS)	20	$301.4	$377.5	$394.0	$440.4

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$25,500	$30,028	$29,600	$31,875
BONUS	6	2,742	4,512	4,250	6,200
TOTAL COMPENSATION	16	27,125	31,720	30,650	33,567
AGE	16	37	45	43	55
YEARS OF EDUCATION	16	12	15	16	16
YEARS WITH PRESENT BANK	16	11	19	16	23
YEARS IN POSITION	16	3	5	4	7
REPORTING LEVEL	15	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	15	110	152	156	215
ASSET SIZE (MILLIONS)	16	$280.3	$363.2	$369.6	$440.4

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$21,350	$25,440	$25,400	$29,080
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	23,975	26,616	27,170	29,092
AGE	6	42	49	49	54
YEARS OF EDUCATION	6	12	13	12	14
YEARS WITH PRESENT BANK	6	20	26	27	32
YEARS IN POSITION	6	3	7	7	11
REPORTING LEVEL	6	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	6	16	20	20	24
ASSET SIZE (MILLIONS)	6	$335.1	$385.3	$402.1	$439.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$18,700	$20,863	$21,100	$22,500
BONUS	7	1,000	1,977	1,438	3,000
TOTAL COMPENSATION	19	19,500	21,591	21,300	24,438
AGE	19	37	43	41	47
YEARS OF EDUCATION	19	12	13	12	14
YEARS WITH PRESENT BANK	19	11	18	16	24
YEARS IN POSITION	19	3	6	5	7
REPORTING LEVEL	18	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	19	11	15	15	16
ASSET SIZE (MILLIONS)	19	$279.4	$357.7	$360.0	$435.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$14,716	$17,123	$16,400	$19,200
BONUS	6	1,375	1,883	1,750	2,475
TOTAL COMPENSATION	19	15,600	17,717	16,900	20,000
AGE	19	32	39	34	50
YEARS OF EDUCATION	19	12	14	13	16
YEARS WITH PRESENT BANK	19	7	14	10	23
YEARS IN POSITION	19	2	4	4	5
REPORTING LEVEL	18	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	19	5	6	6	8
ASSET SIZE (MILLIONS)	19	$279.4	$363.8	$379.3	$435.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$24,000	$26,675	$26,750	$29,000
BONUS	7	800	2,893	2,500	5,700
TOTAL COMPENSATION	11	25,328	28,516	28,800	29,500
AGE	11	38	48	52	56
YEARS OF EDUCATION	11	15	16	16	16
YEARS WITH PRESENT BANK	11	4	12	11	20
YEARS IN POSITION	11	2	7	4	11
REPORTING LEVEL	10	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	3	2	4
ASSET SIZE (MILLIONS)	11	$275.0	$328.9	$341.5	$379.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$17,525	$19,824	$19,600	$24,350
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	17,525	20,182	19,600	25,201
AGE	12	33	45	43	54
YEARS OF EDUCATION	12	12	14	14	16
YEARS WITH PRESENT BANK	12	6	13	12	18
YEARS IN POSITION	12	2	5	4	7
REPORTING LEVEL	12	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	12	$276.0	$352.5	$363.9	$431.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$16,430	$21,221	$20,000	$25,350
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	16,780	21,575	20,000	25,350
AGE	13	31	44	46	58
YEARS OF EDUCATION	13	15	15	16	16
YEARS WITH PRESENT BANK	13	3	11	8	20
YEARS IN POSITION	13	2	5	3	9
REPORTING LEVEL	13	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	3	6	5	8
ASSET SIZE (MILLIONS)	13	$282.2	$356.2	$360.0	$421.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$30.125	$36.651	$35.300	$40.500
BONUS	12	3.000	4.656	4.100	6.425
TOTAL COMPENSATION	25	32.438	38.886	37.700	42.804
AGE	25	38	45	42	52
YEARS OF EDUCATION	25	16	16	16	18
YEARS WITH PRESENT BANK	25	7	16	13	25
YEARS IN POSITION	25	2	5	4	7
REPORTING LEVEL	25	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	23	6	16	13	25
ASSET SIZE (MILLIONS)	25	$282.2	$365.7	$379.3	$430.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$21.125	$23.172	$23.122	$26.375
BONUS	8	1.094	1.878	1.450	2.688
TOTAL COMPENSATION	24	21.125	23.798	23.638	26.375
AGE	24	33	38	38	43
YEARS OF EDUCATION	24	14	15	16	16
YEARS WITH PRESENT BANK	24	3	9	7	13
YEARS IN POSITION	24	2	4	3	6
REPORTING LEVEL	23	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	1	5	1	7
ASSET SIZE (MILLIONS)	24	$284.2	$361.4	$373.5	$424.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$14,084	$17,669	$16,700	$22,563
BONUS	5	1,000	1,580	1,000	2,450
TOTAL COMPENSATION	14	15,303	18,233	17,250	22,938
AGE	14	29	31	30	33
YEARS OF EDUCATION	14	16	16	16	16
YEARS WITH PRESENT BANK	14	4	5	6	7
YEARS IN POSITION	14	2	2	2	3
REPORTING LEVEL	14	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	14	$308.0	$378.8	$397.1	$436.8

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$23,350	$29,978	$29,900	$36,400
BONUS	5	1,850	3,580	3,700	5,250
TOTAL COMPENSATION	9	25,600	31,967	29,900	39,400
AGE	9	37	46	45	58
YEARS OF EDUCATION	9	12	15	16	17
YEARS WITH PRESENT BANK	9	8	19	18	27
YEARS IN POSITION	9	4	7	6	11
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	2	3	3	5
ASSET SIZE (MILLIONS)	9	$304.7	$382.7	$415.0	$431.7

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$28,700	$32,293	$33,600	$35,325
BONUS	5	1,635	2,894	3,000	4,100
TOTAL COMPENSATION	14	28,700	33,326	34,850	38,500
AGE	14	38	45	42	50
YEARS OF EDUCATION	14	13	15	16	16
YEARS WITH PRESENT BANK	14	4	12	9	16
YEARS IN POSITION	13	3	6	4	8
REPORTING LEVEL	14	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	11	46	36	84
ASSET SIZE (MILLIONS)	14	$293.4	$390.0	$417.8	$452.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$33,875	$40,822	$40,600	$46,685
BONUS	11	2,450	7,014	4,300	10,000
TOTAL COMPENSATION	22	33,875	44,329	40,850	51,300
AGE	22	37	44	44	51
YEARS OF EDUCATION	22	16	17	17	18
YEARS WITH PRESENT BANK	22	6	13	11	17
YEARS IN POSITION	22	2	6	6	8
REPORTING LEVEL	22	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	20	9	44	15	36
ASSET SIZE (MILLIONS)	22	$283.6	$364.4	$373.5	$436.8

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$12,800	$16,336	$15,548	$20,900
BONUS	5	400	910	750	1,500
TOTAL COMPENSATION	19	12,800	16,576	15,548	21,000
AGE	19	33	38	35	44
YEARS OF EDUCATION	19	12	14	13	16
YEARS WITH PRESENT BANK	19	2	8	9	12
YEARS IN POSITION	19	1	4	3	6
REPORTING LEVEL	18	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	16	4	8	5	12
ASSET SIZE (MILLIONS)	19	$285.0	$367.6	$388.0	$435.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$25,099	$28,824	$27,770	$30,838
BONUS	10	1,750	3,166	2,900	5,175
TOTAL COMPENSATION	24	25,439	30,144	28,600	33,612
AGE	24	43	48	49	54
YEARS OF EDUCATION	24	12	14	14	16
YEARS WITH PRESENT BANK	24	9	16	13	21
YEARS IN POSITION	24	2	6	4	10
REPORTING LEVEL	23	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	23	12	26	22	36
ASSET SIZE (MILLIONS)	24	$280.5	$360.4	$373.5	$424.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$15,324	$18,181	$18,500	$20,150
BONUS	6	298	1,592	981	2,550
TOTAL COMPENSATION	21	15,324	18,636	18,700	20,150
AGE	21	33	42	40	52
YEARS OF EDUCATION	21	12	13	13	14
YEARS WITH PRESENT BANK	21	7	14	12	16
YEARS IN POSITION	21	2	5	4	9
REPORTING LEVEL	20	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	12	7	14	13	19
ASSET SIZE (MILLIONS)	21	$281.6	$361.2	$379.3	$423.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$21,500	$25,113	$24,000	$28,600
BONUS	11	2,000	3,044	2,600	4,700
TOTAL COMPENSATION	23	22,500	26,569	26,000	29,800
AGE	23	33	40	39	48
YEARS OF EDUCATION	23	16	16	16	17
YEARS WITH PRESENT BANK	23	4	11	12	18
YEARS IN POSITION	23	3	6	4	10
REPORTING LEVEL	22	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	3	6	5	8
ASSET SIZE (MILLIONS)	23	$285.0	$365.5	$379.3	$425.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$17,775	$25,465	$24,100	$34,425
BONUS	5	650	1,880	1,500	3,300
TOTAL COMPENSATION	14	17,775	26,137	24,850	34,425
AGE	14	37	45	41	56
YEARS OF EDUCATION	14	14	15	15	16
YEARS WITH PRESENT BANK	14	8	18	13	27
YEARS IN POSITION	14	2	4	4	6
REPORTING LEVEL	13	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	3	17	5	32
ASSET SIZE (MILLIONS)	14	$284.7	$365.5	$369.6	$436.8

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$23,000	$29,297	$26,750	$36,800
BONUS	8	1,529	1,899	1,950	2,500
TOTAL COMPENSATION	17	24,469	30,190	27,400	38,050
AGE	17	39	43	43	48
YEARS OF EDUCATION	17	13	15	16	16
YEARS WITH PRESENT BANK	17	4	9	8	12
YEARS IN POSITION	17	2	5	5	8
REPORTING LEVEL	17	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	15	2	4	3	6
ASSET SIZE (MILLIONS)	17	$279.2	$349.7	$341.5	$422.8

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$26,500	$29,957	$28,500	$34,100
BONUS	8	1,425	3,255	2,719	4,775
TOTAL COMPENSATION	23	27,500	31,089	28,687	34,100
AGE	23	45	50	51	54
YEARS OF EDUCATION	23	12	14	14	16
YEARS WITH PRESENT BANK	23	13	18	17	26
YEARS IN POSITION	23	3	7	5	10
REPORTING LEVEL	22	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	22	5	8	7	12
ASSET SIZE (MILLIONS)	23	$279.4	$362.3	$379.3	$425.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$17,383	$19,771	$19,500	$21,800
BONUS	6	675	1,755	1,316	3,350
TOTAL COMPENSATION	21	17,740	20,273	19,500	22,250
AGE	21	33	40	38	45
YEARS OF EDUCATION	21	12	14	14	16
YEARS WITH PRESENT BANK	21	8	14	12	20
YEARS IN POSITION	20	3	5	4	6
REPORTING LEVEL	20	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	12	4	6	5	9
ASSET SIZE (MILLIONS)	21	$281.6	$358.9	$367.8	$430.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$12,017	$14,888	$15,250	$17,425
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	12,017	14,980	15,350	17,800
AGE	12	30	39	34	50
YEARS OF EDUCATION	12	12	14	14	16
YEARS WITH PRESENT BANK	12	4	8	7	14
YEARS IN POSITION	12	2	3	3	3
REPORTING LEVEL	12	5	5	5	5
TOTAL EMPLOYEES SUPERVISED	6	2	3	3	5
ASSET SIZE (MILLIONS)	12	$291.5	$370.1	$394.0	$431.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$11,883	$14,114	$12,500	$18,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	11,883	14,350	12,500	19,500
AGE	11	33	42	34	56
YEARS OF EDUCATION	11	12	13	12	14
YEARS WITH PRESENT BANK	11	6	14	8	31
YEARS IN POSITION	11	3	4	4	5
REPORTING LEVEL	11	5	5	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	11	$341.5	$386.3	$388.0	$435.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$9,500	$11,242	$11,200	$12,415
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	9,500	11,298	11,200	12,490
AGE	13	25	27	26	28
YEARS OF EDUCATION	13	16	16	16	16
YEARS WITH PRESENT BANK	13	2	2	2	2
YEARS IN POSITION	13	2	2	2	2
REPORTING LEVEL	11	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	14	$293.3	$366.6	$374.0	$444.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$27,000	$32,044	$31,600	$37,500
BONUS	12	1,820	4,011	3,450	5,875
TOTAL COMPENSATION	23	29,000	34,137	33,600	39,000
AGE	22	38	45	42	52
YEARS OF EDUCATION	23	12	14	14	16
YEARS WITH PRESENT BANK	23	13	20	19	28
YEARS IN POSITION	23	3	6	4	9
REPORTING LEVEL	22	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	21	46	74	77	95
ASSET SIZE (MILLIONS)	23	$279.4	$355.2	$360.0	$421.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$20,900	$25,280	$27,500	$28,550
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	21,275	27,010	28,500	32,000
AGE	5	37	49	50	61
YEARS OF EDUCATION	5	13	14	14	15
YEARS WITH PRESENT BANK	5	10	20	18	33
YEARS IN POSITION	5	2	6	4	12
REPORTING LEVEL	5	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	7	21	15	38
ASSET SIZE (MILLIONS)	5	$267.5	$334.0	$298.1	$418.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$16,500	$19,514	$17,500	$23,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	16,700	19,821	17,500	24,100
AGE	7	37	43	39	57
YEARS OF EDUCATION	7	12	14	16	16
YEARS WITH PRESENT BANK	7	2	9	9	12
YEARS IN POSITION	7	1	2	2	4
REPORTING LEVEL	7	4	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$285.0	$353.3	$360.0	$415.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$19,250	$24,455	$25,525	$27,400
BONUS	10	1,703	2,711	2,050	4,250
TOTAL COMPENSATION	22	19,300	25,687	25,775	30,350
AGE	22	35	42	42	49
YEARS OF EDUCATION	22	13	16	16	18
YEARS WITH PRESENT BANK	22	3	12	9	21
YEARS IN POSITION	22	2	5	3	8
REPORTING LEVEL	22	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	21	4	16	6	11
ASSET SIZE (MILLIONS)	22	$279.3	$372.1	$394.0	$436.8

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$18,000	$23,749	$24,500	$27,800
BONUS	7	1,750	3,074	2,500	5,200
TOTAL COMPENSATION	15	19,400	25,184	26,000	31,100
AGE	15	43	51	54	58
YEARS OF EDUCATION	15	12	14	14	16
YEARS WITH PRESENT BANK	15	6	17	17	28
YEARS IN POSITION	15	2	6	6	9
REPORTING LEVEL	15	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	10	3	15	11	27
ASSET SIZE (MILLIONS)	15	$275.0	$368.0	$415.0	$442.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$13,643	$17,351	$17,250	$19,995
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	13,643	17,386	17,393	19,995
AGE	8	29	35	33	43
YEARS OF EDUCATION	8	12	15	17	17
YEARS WITH PRESENT BANK	8	2	7	4	11
YEARS IN POSITION	8	1	4	3	8
REPORTING LEVEL	8	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$284.0	$369.6	$378.2	$447.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$35,250	$40,508	$41,000	$44,750
BONUS	13	2,500	5,345	4,000	7,450
TOTAL COMPENSATION	25	36,344	43,288	43,200	46,700
AGE	25	43	49	50	53
YEARS OF EDUCATION	25	17	18	18	19
YEARS WITH PRESENT BANK	25	7	14	15	19
YEARS IN POSITION	25	3	8	7	12
REPORTING LEVEL	24	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	24	13	21	22	30
ASSET SIZE (MILLIONS)	25	$281.6	$359.6	$367.8	$423.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$17,875	$20,796	$20,248	$22,700
BONUS	9	667	1,981	2,000	2,950
TOTAL COMPENSATION	22	17,950	21,606	21,250	24,550
AGE	22	34	39	37	45
YEARS OF EDUCATION	22	14	15	16	16
YEARS WITH PRESENT BANK	22	3	9	8	13
YEARS IN POSITION	22	2	5	3	5
REPORTING LEVEL	22	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	20	5	10	10	14
ASSET SIZE (MILLIONS)	22	$294.8	$371.7	$383.6	$429.3

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $500 TO $999 MILLION

Of the 818 banks submitting data for the East-North Central region, nine banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Administrative Officer
Bond Department Manager
Business Development Officer
Loan Review Officer
Officer Trainee (Master's Degree)
Personal Banking Manger
Personal Banking Officer
Portfolio Manager
Training Director

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$88,850	$110,522	$110,000	$133,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	88,850	118,135	124,475	144,500
AGE	9	50	55	56	60
YEARS OF EDUCATION	7	16	16	16	18
YEARS WITH PRESENT BANK	9	8	19	23	31
YEARS IN POSITION	9	4	9	9	12
REPORTING LEVEL	9	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	8	496	656	591	718
ASSET SIZE (MILLIONS)	9	$509.0	$615.6	$544.5	$739.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$59,000	$64,845	$63,000	$68,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	59,000	68,476	65,912	81,000
AGE	7	43	51	49	61
YEARS OF EDUCATION	6	15	17	17	19
YEARS WITH PRESENT BANK	7	4	23	24	39
YEARS IN POSITION	7	4	6	6	8
REPORTING LEVEL	6	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	6	297	460	389	596
ASSET SIZE (MILLIONS)	7	$504.0	$600.9	$514.7	$793.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$16,350	$21,430	$22,000	$26,225
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	16,567	21,517	22,000	26,225
AGE	5	32	42	36	55
YEARS OF EDUCATION	5	16	16	16	17
YEARS WITH PRESENT BANK	5	3	6	3	10
YEARS IN POSITION	5	3	4	3	6
REPORTING LEVEL	5	6	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$502.4	$606.5	$544.5	$741.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$37,250	$45,035	$42,500	$54,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	38,500	46,135	44,000	54,700
AGE	8	39	46	45	57
YEARS OF EDUCATION	7	16	17	16	18
YEARS WITH PRESENT BANK	8	6	15	12	28
YEARS IN POSITION	8	2	5	4	8
REPORTING LEVEL	7	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	2	10	8	22
ASSET SIZE (MILLIONS)	8	$514.2	$629.9	$596.2	$766.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$28,400	$31,978	$33,850	$35,043
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	28,675	32,162	33,850	35,043
AGE	6	39	43	41	47
YEARS OF EDUCATION	6	12	14	14	16
YEARS WITH PRESENT BANK	6	16	20	18	23
YEARS IN POSITION	6	4	6	5	7
REPORTING LEVEL	5	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	5	189	260	244	340
ASSET SIZE (MILLIONS)	6	$503.2	$615.3	$529.3	$803.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$23,350	$25,090	$25,800	$26,475
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	23,350	25,090	25,800	26,475
AGE	5	38	45	43	53
YEARS OF EDUCATION	5	15	16	16	17
YEARS WITH PRESENT BANK	5	15	20	19	26
YEARS IN POSITION	5	3	5	4	7
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$509.0	$638.2	$544.5	$814.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$18,580	$20,983	$21,000	$22,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	18,580	21,086	21,000	22,000
AGE	7	38	39	39	41
YEARS OF EDUCATION	7	14	16	16	18
YEARS WITH PRESENT BANK	7	8	12	12	18
YEARS IN POSITION	7	2	3	3	4
REPORTING LEVEL	6	5	5	5	5
TOTAL EMPLOYEES SUPERVISED	6	10	13	12	17
ASSET SIZE (MILLIONS)	7	$504.0	$620.0	$544.5	$793.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$16,000	$17,431	$16,350	$20,113
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	16,000	17,718	16,350	20,638
AGE	8	31	37	33	40
YEARS OF EDUCATION	7	12	15	16	16
YEARS WITH PRESENT BANK	8	7	11	9	16
YEARS IN POSITION	8	2	5	4	5
REPORTING LEVEL	7	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	7	6	8	8	9
ASSET SIZE (MILLIONS)	8	$506.5	$606.8	$529.6	$756.7

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$21,150	$28,840	$28,900	$36,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	21,150	29,130	28,900	37,226
AGE	5	33	47	37	66
YEARS OF EDUCATION	5	16	17	18	19
YEARS WITH PRESENT BANK	5	3	14	12	26
YEARS IN POSITION	5	2	2	2	3
REPORTING LEVEL	5	4	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$502.4	$608.0	$514.1	$760.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$16,500	$19,887	$20,000	$22,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	16,500	20,180	20,480	22,470
AGE	9	29	39	34	48
YEARS OF EDUCATION	8	15	16	16	16
YEARS WITH PRESENT BANK	9	4	10	7	15
YEARS IN POSITION	9	2	3	2	4
REPORTING LEVEL	8	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	8	4	8	7	11
ASSET SIZE (MILLIONS)	9	$509.0	$615.6	$544.5	$739.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$34,400	$39,589	$38,000	$40,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	35,000	41,686	38,000	43,750
AGE	9	41	44	44	48
YEARS OF EDUCATION	8	15	16	16	18
YEARS WITH PRESENT BANK	9	5	15	16	21
YEARS IN POSITION	9	2	5	5	8
REPORTING LEVEL	8	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	8	13	28	17	41
ASSET SIZE (MILLIONS)	9	$509.0	$615.6	$544.5	$739.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$23,322	$26,994	$27,000	$31,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	24,072	27,473	27,900	31,750
AGE	9	35	39	37	43
YEARS OF EDUCATION	8	14	16	17	18
YEARS WITH PRESENT BANK	9	8	13	12	18
YEARS IN POSITION	9	3	5	4	7
REPORTING LEVEL	8	5	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	9	$509.0	$615.6	$544.5	$739.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$17,930	$20,134	$19,440	$22,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	17,930	20,248	19,898	22,000
AGE	8	28	31	30	33
YEARS OF EDUCATION	8	15	16	16	18
YEARS WITH PRESENT BANK	8	4	7	7	10
YEARS IN POSITION	8	2	3	3	3
REPORTING LEVEL	7	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$506.5	$628.2	$596.2	$766.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$26,583	$31,233	$33,000	$35,000
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	26,583	31,233	33,000	35,000
AGE	5	35	45	42	58
YEARS OF EDUCATION	5	14	15	16	17
YEARS WITH PRESENT BANK	5	8	20	18	33
YEARS IN POSITION	5	2	5	2	9
REPORTING LEVEL	5	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$529.3	$645.6	$648.0	$760.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$30,275	$36,481	$30,900	$45,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	30,275	37,770	31,605	48,475
AGE	8	40	44	44	47
YEARS OF EDUCATION	7	12	15	16	17
YEARS WITH PRESENT BANK	8	3	9	11	14
YEARS IN POSITION	8	2	6	6	9
REPORTING LEVEL	7	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	10	60	47	113
ASSET SIZE (MILLIONS)	8	$506.5	$606.8	$529.6	$756.7

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$31,050	$45,875	$43,000	$53,539
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	31,050	48,221	45,011	58,839
AGE	9	41	48	51	55
YEARS OF EDUCATION	8	15	17	18	19
YEARS WITH PRESENT BANK	9	8	17	13	24
YEARS IN POSITION	9	4	7	5	10
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	13	128	22	300
ASSET SIZE (MILLIONS)	9	$509.0	$615.6	$544.5	$739.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$16,675	$21,281	$20,725	$25,600
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	17,125	21,366	20,725	25,600
AGE	8	35	44	41	51
YEARS OF EDUCATION	7	12	14	12	16
YEARS WITH PRESENT BANK	8	2	8	5	17
YEARS IN POSITION	8	2	4	2	7
REPORTING LEVEL	7	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	7	4	14	13	24
ASSET SIZE (MILLIONS)	8	$506.5	$624.5	$581.3	$766.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$26,000	$27,929	$30,900	$33,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	27,201	28,957	30,900	33,500
AGE	7	41	48	46	57
YEARS OF EDUCATION	6	12	14	13	16
YEARS WITH PRESENT BANK	7	16	20	18	28
YEARS IN POSITION	7	2	4	4	5
REPORTING LEVEL	6	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	6	22	33	29	42
ASSET SIZE (MILLIONS)	7	$504.0	$600.9	$514.7	$793.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$16,400	$19,523	$18,970	$23,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	17,238	19,910	19,570	23,400
AGE	6	37	45	45	51
YEARS OF EDUCATION	5	12	14	14	16
YEARS WITH PRESENT BANK	6	6	13	10	20
YEARS IN POSITION	6	3	7	6	12
REPORTING LEVEL	5	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$503.2	$610.3	$514.4	$803.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$24,750	$28,700	$29,000	$32,700
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	26,177	30,261	32,000	34,950
AGE	9	37	42	39	49
YEARS OF EDUCATION	8	12	15	16	17
YEARS WITH PRESENT BANK	9	3	12	8	22
YEARS IN POSITION	9	3	5	3	9
REPORTING LEVEL	7	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	8	7	11	11	13
ASSET SIZE (MILLIONS)	9	$509.0	$615.6	$544.5	$739.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$27.600	$36.633	$39.750	$45.125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	27.829	38.736	42.100	46.875
AGE	6	32	44	44	50
YEARS OF EDUCATION	5	17	17	17	18
YEARS WITH PRESENT BANK	6	7	14	15	20
YEARS IN POSITION	6	5	8	9	10
REPORTING LEVEL	6	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	7	15	15	22
ASSET SIZE (MILLIONS)	6	$510.8	$616.5	$581.3	$723.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$26.775	$31.147	$30.750	$36.073
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	26.775	31.934	31.397	36.073
AGE	8	38	45	41	54
YEARS OF EDUCATION	7	13	16	16	18
YEARS WITH PRESENT BANK	8	8	17	17	19
YEARS IN POSITION	8	2	6	5	9
REPORTING LEVEL	7	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	3	5	5	8
ASSET SIZE (MILLIONS)	8	$506.5	$611.5	$529.6	$766.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$33,900	$39,756	$39,500	$46,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	34,665	41,403	40,400	46,750
AGE	9	42	50	50	60
YEARS OF EDUCATION	8	12	14	13	16
YEARS WITH PRESENT BANK	9	16	22	25	25
YEARS IN POSITION	9	4	8	6	12
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	7	12	11	18
ASSET SIZE (MILLIONS)	9	$509.0	$615.6	$544.5	$739.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$18,525	$21,119	$21,200	$23,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	19,403	21,465	21,700	23,125
AGE	8	33	42	43	47
YEARS OF EDUCATION	7	14	15	14	16
YEARS WITH PRESENT BANK	8	11	16	14	21
YEARS IN POSITION	7	3	4	4	6
REPORTING LEVEL	7	6	5	4	4
TOTAL EMPLOYEES SUPERVISED	5	2	2	3	3
ASSET SIZE (MILLIONS)	8	$506.5	$606.8	$529.6	$756.7

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$12,120	$16,421	$16,800	$19,450
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	12,675	16,629	17,179	19,450
AGE	8	28	34	32	35
YEARS OF EDUCATION	7	16	16	16	16
YEARS WITH PRESENT BANK	8	4	9	7	12
YEARS IN POSITION	8	2	3	3	3
REPORTING LEVEL	7	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$506.5	$611.5	$529.6	$766.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$13,150	$16,160	$14,700	$19,900
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	13,150	16,550	15,900	20,275
AGE	5	30	43	33	62
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	9	15	12	24
YEARS IN POSITION	5	2	5	6	8
REPORTING LEVEL	5	6	5	6	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$502.4	$600.6	$514.7	$741.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$10,375	$11,347	$11,000	$12,295
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	10,411	11,371	11,000	12,295
AGE	6	23	24	24	24
YEARS OF EDUCATION	6	16	16	16	16
YEARS WITH PRESENT BANK	6	2	2	2	3
YEARS IN POSITION	5	1	2	2	2
REPORTING LEVEL	5	7	6	6	5
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	6	$503.2	$591.1	$529.3	$694.8

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$33,125	$37,488	$36,200	$42,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	33,350	39,351	38,703	43,625
AGE	8	38	47	50	55
YEARS OF EDUCATION	7	12	15	16	16
YEARS WITH PRESENT BANK	8	12	19	18	28
YEARS IN POSITION	8	4	8	7	11
REPORTING LEVEL	7	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	85	160	130	213
ASSET SIZE (MILLIONS)	8	$506.5	$588.1	$529.6	$676.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$28,150	$33,428	$31,000	$38,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	28,150	34,984	31,500	43,700
AGE	9	38	44	42	52
YEARS OF EDUCATION	8	15	16	16	16
YEARS WITH PRESENT BANK	9	6	12	11	17
YEARS IN POSITION	9	4	7	4	10
REPORTING LEVEL	8	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	7	13	13	16
ASSET SIZE (MILLIONS)	9	$509.0	$615.6	$544.5	$739.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$18,300	$22,519	$22,075	$26,225
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	18,485	22,600	22,075	26,225
AGE	8	50	56	56	60
YEARS OF EDUCATION	8	12	14	14	16
YEARS WITH PRESENT BANK	8	6	14	16	20
YEARS IN POSITION	8	2	5	4	7
REPORTING LEVEL	7	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	5	3	11	8	21
ASSET SIZE (MILLIONS)	8	$506.5	$628.2	$596.2	$766.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$44,000	$51,644	$52,500	$57,900
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	46,001	53,367	52,500	57,900
AGE	9	42	49	49	56
YEARS OF EDUCATION	8	18	18	19	19
YEARS WITH PRESENT BANK	9	13	18	19	25
YEARS IN POSITION	9	4	7	5	10
REPORTING LEVEL	8	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	8	31	52	47	61
ASSET SIZE (MILLIONS)	9	$509.0	$615.6	$544.5	$739.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$21,548	$27,044	$26,000	$31,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	21,548	27,500	27,100	31,500
AGE	9	36	45	48	53
YEARS OF EDUCATION	8	12	15	16	16
YEARS WITH PRESENT BANK	9	11	12	12	17
YEARS IN POSITION	9	5	8	9	11
REPORTING LEVEL	8	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	13	25	27	39
ASSET SIZE (MILLIONS)	9	$509.0	$615.6	$544.5	$739.5

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $1 BILLION AND OVER

Of the 818 banks submitting data for the East-North Central region, 15 banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$120,000	$158,921	$145,000	$187,000
BONUS	9	17,500	41,296	25,760	55,500
TOTAL COMPENSATION	15	135,000	183,698	155,000	225,760
AGE	15	50	56	57	59
YEARS OF EDUCATION	14	16	17	17	18
YEARS WITH PRESENT BANK	15	6	20	26	33
YEARS IN POSITION	14	3	6	7	8
REPORTING LEVEL	15	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	15	1,354	2,770	2,109	3,613
ASSET SIZE (MILLIONS)	15	$1,283.0	$6,609.7	$3,056.5	$11,500.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$85,000	$115,062	$96,000	$135,000
BONUS	10	10,075	26,272	14,500	28,875
TOTAL COMPENSATION	15	92,500	132,576	109,000	135,500
AGE	15	48	52	54	56
YEARS OF EDUCATION	14	16	16	16	18
YEARS WITH PRESENT BANK	15	6	18	19	31
YEARS IN POSITION	14	2	4	3	6
REPORTING LEVEL	15	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	15	250	1,900	1,299	2,299
ASSET SIZE (MILLIONS)	15	$1,283.0	$6,609.7	$3,056.5	$11,500.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$51,854	$55,122	$55,000	$62,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	55,000	59,693	60,000	74,000
AGE	7	41	47	49	52
YEARS OF EDUCATION	6	15	16	16	17
YEARS WITH PRESENT BANK	7	9	17	14	23
YEARS IN POSITION	6	1	5	3	10
REPORTING LEVEL	7	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	90	504	512	964
ASSET SIZE (MILLIONS)	7	$1,109.0	$5,177.9	$2,103.7	$11,500.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$19,573	$28,189	$25,854	$39,198
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	19,573	28,529	26,904	39,198
AGE	10	33	38	39	43
YEARS OF EDUCATION	10	16	16	16	17
YEARS WITH PRESENT BANK	10	3	8	9	12
YEARS IN POSITION	10	1	4	3	7
REPORTING LEVEL	9	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	8	1	6	4	9
ASSET SIZE (MILLIONS)	10	$1,268.0	$6,740.6	$3,515.2	$7,235.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$36.025	$47.435	$43.446	$58.650
BONUS	8	2.625	6.862	5.447	10.431
TOTAL COMPENSATION	10	40.150	52.924	49.754	64.425
AGE	10	35	43	45	50
YEARS OF EDUCATION	9	16	17	16	18
YEARS WITH PRESENT BANK	10	7	12	11	14
YEARS IN POSITION	9	2	4	5	6
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	10	12	33	25	39
ASSET SIZE (MILLIONS)	10	$1.194.5	$4.672.1	$3.038.8	$6.254.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$20.740	$44.803	$35.500	$45.000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	20.740	50.739	35.500	45.000
AGE	9	36	44	40	55
YEARS OF EDUCATION	9	13	15	16	17
YEARS WITH PRESENT BANK	9	5	14	7	27
YEARS IN POSITION	7	3	4	4	5
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	8	54	17	56
ASSET SIZE (MILLIONS)	9	$1.624.8	$9.362.5	$3.974.0	$15.212.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$34,256	$42,967	$36,850	$54,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	35,298	45,898	37,604	58,500
AGE	12	38	46	48	54
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	12	7	19	16	31
YEARS IN POSITION	12	2	6	5	8
REPORTING LEVEL	11	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	328	575	442	751
ASSET SIZE (MILLIONS)	12	$1,238.0	$4,546.7	$2,580.1	$4,459.7

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$22,825	$27,895	$27,755	$32,719
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	22,825	28,392	27,755	33,886
AGE	9	42	45	44	48
YEARS OF EDUCATION	8	13	15	16	16
YEARS WITH PRESENT BANK	9	12	17	15	21
YEARS IN POSITION	8	1	3	3	5
REPORTING LEVEL	8	6	5	5	3
TOTAL EMPLOYEES SUPERVISED	9	18	32	31	40
ASSET SIZE (MILLIONS)	10	$1,194.5	$5,171.8	$3,515.2	$7,129.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$19,825	$22,190	$21,600	$25,680
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	19,825	22,845	22,180	25,905
AGE	11	34	42	36	47
YEARS OF EDUCATION	10	12	14	14	16
YEARS WITH PRESENT BANK	11	11	17	17	23
YEARS IN POSITION	10	2	6	3	8
REPORTING LEVEL	10	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	10	14	15	18
ASSET SIZE (MILLIONS)	12	$1,307.0	$5,398.1	$3,515.2	$9,751.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$15,300	$17,888	$17,482	$19,851
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	16,600	18,525	18,000	19,851
AGE	10	34	40	38	46
YEARS OF EDUCATION	9	13	15	16	16
YEARS WITH PRESENT BANK	10	7	12	11	19
YEARS IN POSITION	9	1	3	2	5
REPORTING LEVEL	9	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	10	5	8	8	10
ASSET SIZE (MILLIONS)	11	$1,223.0	$5,611.0	$3,974.0	$11,500.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$29,027	$39,335	$38,000	$52,975
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	6	29,027	39,335	38,000	52,975
AGE	6	36	42	39	50
YEARS OF EDUCATION	6	16	17	17	18
YEARS WITH PRESENT BANK	6	6	12	12	17
YEARS IN POSITION	6	2	6	5	9
REPORTING LEVEL	5	5	4	3	3
TOTAL EMPLOYEES SUPERVISED	5	3	13	7	27
ASSET SIZE (MILLIONS)	6	$1,081.7	$4,297.8	$2,139.7	$6,836.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$16,450	$24,260	$29,000	$29,701
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	16,450	24,260	29,000	29,701
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$1,166.0	$4,957.3	$3,056.5	$9,699.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$20,504	$30,927	$30,000	$40,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	20,504	32,390	35,000	41,125
AGE	13	33	41	39	51
YEARS OF EDUCATION	12	16	16	16	17
YEARS WITH PRESENT BANK	13	4	11	8	14
YEARS IN POSITION	13	2	3	3	3
REPORTING LEVEL	12	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	13	17	32	30	47
ASSET SIZE (MILLIONS)	13	$1,253.0	$5,555.5	$2,103.7	$4,414.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$44,250	$61,720	$53,500	$74,250
BONUS	9	5,350	13,717	10,000	14,250
TOTAL COMPENSATION	14	46,725	70,538	58,500	83,325
AGE	14	38	46	46	51
YEARS OF EDUCATION	13	16	17	17	18
YEARS WITH PRESENT BANK	14	8	16	16	24
YEARS IN POSITION	13	2	4	5	7
REPORTING LEVEL	13	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	34	81	80	129
ASSET SIZE (MILLIONS)	14	$1,268.0	$5,980.1	$2,580.1	$6,254.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN OFFICER

	CASE	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$25,200	$29,830	$30,070	$32,305
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	26,625	30,514	31,100	32,725
AGE	12	32	38	38	43
YEARS OF EDUCATION	12	16	16	16	17
YEARS WITH PRESENT BANK	12	5	12	9	15
YEARS IN POSITION	12	2	4	4	5
REPORTING LEVEL	11	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	7	1	5	2	10
ASSET SIZE (MILLIONS)	12	$1,238.0	$5,843.1	$2,541.6	$4,459.7

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$16,663	$20,477	$22,000	$23,550
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	16,663	20,601	22,000	23,550
AGE	12	27	30	29	31
YEARS OF EDUCATION	12	16	17	16	18
YEARS WITH PRESENT BANK	12	4	6	5	8
YEARS IN POSITION	12	2	2	2	3
REPORTING LEVEL	11	6	5	6	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	13	$1,253.0	$6,580.1	$3,056.5	$9,752.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$31,499	$40,935	$42,800	$50,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	31,499	43,102	47,200	52,562
AGE	11	43	48	51	54
YEARS OF EDUCATION	10	15	16	16	17
YEARS WITH PRESENT BANK	11	9	18	21	24
YEARS IN POSITION	10	3	6	6	7
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	5	12	7	15
ASSET SIZE (MILLIONS)	11	$1,223.0	$5,085.3	$2,103.7	$4,322.8

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$38,500	$45,042	$43,000	$53,000
BONUS	6	4,238	6,864	5,900	9,074
TOTAL COMPENSATION	13	41,000	48,209	45,040	56,466
AGE	13	40	44	43	48
YEARS OF EDUCATION	13	15	16	16	17
YEARS WITH PRESENT BANK	13	8	12	11	13
YEARS IN POSITION	12	4	6	6	8
REPORTING LEVEL	12	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	13	76	292	242	432
ASSET SIZE (MILLIONS)	13	$1,253.0	$7,229.6	$3,974.0	$13,250.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$43,500	$57,473	$54,200	$69,000
BONUS	7	4,500	9,217	9,600	15,000
TOTAL COMPENSATION	11	45,500	63,339	54,200	78,600
AGE	11	42	48	45	55
YEARS OF EDUCATION	10	16	16	16	16
YEARS WITH PRESENT BANK	11	7	16	8	25
YEARS IN POSITION	11	2	5	4	6
REPORTING LEVEL	10	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	11	26	134	60	69
ASSET SIZE (MILLIONS)	11	$1,223.0	$4,749.8	$2,103.7	$4,505.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$19,500	$23,069	$23,057	$24,502
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	21,313	23,717	23,204	24,502
AGE	12	37	44	45	51
YEARS OF EDUCATION	11	12	14	14	15
YEARS WITH PRESENT BANK	12	6	11	9	14
YEARS IN POSITION	12	2	5	4	7
REPORTING LEVEL	11	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	12	19	32	25	34
ASSET SIZE (MILLIONS)	12	$1,238.0	$6,880.2	$3,038.8	$12,376.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$24,059	$35,610	$36,664	$45,875
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	24,113	36,778	38,389	46,375
AGE	14	38	46	44	55
YEARS OF EDUCATION	13	12	14	15	16
YEARS WITH PRESENT BANK	14	9	14	13	19
YEARS IN POSITION	13	3	6	5	8
REPORTING LEVEL	13	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	14	30	118	104	157
ASSET SIZE (MILLIONS)	14	$1,268.0	$6,863.5	$3,038.8	$12,375.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$17,425	$20,514	$19,190	$24,223
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	17,988	21,364	20,650	25,586
AGE	10	36	45	47	52
YEARS OF EDUCATION	10	12	14	14	16
YEARS WITH PRESENT BANK	10	7	13	9	22
YEARS IN POSITION	9	3	5	5	7
REPORTING LEVEL	9	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	8	2	8	5	9
ASSET SIZE (MILLIONS)	10	$1,194.5	$4,621.9	$3,000.3	$6,254.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$25,925	$34,684	$33,089	$41,375
BONUS	6	1,311	5,414	3,250	9,080
TOTAL COMPENSATION	14	25,925	37,004	34,000	41,949
AGE	14	37	44	43	53
YEARS OF EDUCATION	13	14	16	16	17
YEARS WITH PRESENT BANK	14	8	15	15	20
YEARS IN POSITION	13	5	7	6	10
REPORTING LEVEL	13	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	14	14	30	20	41
ASSET SIZE (MILLIONS)	14	$1,268.0	$6,863.5	$3,038.8	$12,375.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$37,750	$56,018	$48,500	$57,600
BONUS	5	4,809	15,204	9,400	28,500
TOTAL COMPENSATION	12	37,750	62,353	56,559	59,870
AGE	12	36	48	49	56
YEARS OF EDUCATION	11	16	17	17	18
YEARS WITH PRESENT BANK	12	4	10	7	16
YEARS IN POSITION	12	3	5	4	8
REPORTING LEVEL	11	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	17	40	24	61
ASSET SIZE (MILLIONS)	12	$1,675.9	$7,113.6	$3,515.2	$12,376.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$19,000	$32,478	$25,000	$46,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	19,000	33,609	25,000	51,400
AGE	11	31	45	46	58
YEARS OF EDUCATION	11	16	16	16	16
YEARS WITH PRESENT BANK	11	4	17	16	27
YEARS IN POSITION	11	2	5	4	7
REPORTING LEVEL	10	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	8	3	8	8	9
ASSET SIZE (MILLIONS)	11	$1,559.0	$7,584.8	$3,974.0	$15,000.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$24,000	$40,590	$45,000	$52,000
BONUS	6	4,950	7,597	7,142	9,625
TOTAL COMPENSATION	11	28,800	44,734	50,000	59,200
AGE	11	40	47	45	60
YEARS OF EDUCATION	11	16	17	18	18
YEARS WITH PRESENT BANK	11	4	10	11	15
YEARS IN POSITION	11	1	4	3	5
REPORTING LEVEL	10	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	11	6	20	14	21
ASSET SIZE (MILLIONS)	11	$1,223.0	$4,768.8	$3,056.5	$4,505.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$37,000	$45,998	$47,100	$55,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	37,000	48,558	47,100	62,042
AGE	13	48	52	52	60
YEARS OF EDUCATION	13	16	16	16	17
YEARS WITH PRESENT BANK	13	8	18	17	24
YEARS IN POSITION	12	4	8	7	13
REPORTING LEVEL	12	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	16	39	37	58
ASSET SIZE (MILLIONS)	13	$1,253.0	$6,278.3	$3,056.5	$8,002.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$25,467	$30,731	$30,376	$37,833
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	26,050	31,437	32,405	37,833
AGE	10	37	43	43	47
YEARS OF EDUCATION	10	16	16	16	16
YEARS WITH PRESENT BANK	10	6	15	11	24
YEARS IN POSITION	9	2	4	6	6
REPORTING LEVEL	9	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	8	3	18	12	38
ASSET SIZE (MILLIONS)	10	$1,194.5	$6,680.8	$3,515.2	$7,129.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$16,000	$18,544	$18,000	$20,700
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	16,000	18,858	18,785	20,700
AGE	7	28	34	31	45
YEARS OF EDUCATION	7	14	15	16	16
YEARS WITH PRESENT BANK	7	6	7	6	8
YEARS IN POSITION	7	1	2	1	3
REPORTING LEVEL	6	6	5	6	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$1,223.0	$4,320.6	$3,056.5	$4,322.8

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$12,529	$15,007	$14,800	$17,588
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	12,529	15,007	14,800	17,588
AGE	5	31	40	40	50
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	5	14	7	28
YEARS IN POSITION	5	2	3	3	4
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$1,166.0	$2,293.2	$2,103.7	$3,515.2

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$15,225	$17,229	$17,560	$19,079
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	15,225	17,257	17,560	19,284
AGE	8	25	27	26	30
YEARS OF EDUCATION	9	17	18	18	18
YEARS WITH PRESENT BANK	8	1	2	2	2
YEARS IN POSITION	8	1	2	2	2
REPORTING LEVEL	8	7	6	6	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	10	$1,268.0	$6,787.4	$3,515.2	$7,235.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$11,175	$12,881	$12,136	$13,283
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	11,325	12,897	12,136	13,283
AGE	10	24	25	24	26
YEARS OF EDUCATION	11	16	16	16	16
YEARS WITH PRESENT BANK	10	1	2	2	2
YEARS IN POSITION	10	1	2	2	2
REPORTING LEVEL	10	7	7	7	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	12	$1,352.0	$7,036.1	$3,515.2	$12,376.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$44,451	$63,721	$53,500	$66,500
BONUS	10	5,350	15,190	9,300	18,113
TOTAL COMPENSATION	14	49,250	74,571	59,776	69,200
AGE	14	41	48	48	55
YEARS OF EDUCATION	13	15	16	16	18
YEARS WITH PRESENT BANK	14	7	20	22	30
YEARS IN POSITION	13	3	5	5	6
REPORTING LEVEL	13	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	14	302	922	457	1,149
ASSET SIZE (MILLIONS)	14	$1,268.0	$6,863.5	$3,038.8	$12,375.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$18,375	$29,429	$29,538	$38,650
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	6	18,375	29,429	29,538	38,650
AGE	6	37	47	49	55
YEARS OF EDUCATION	6	14	15	16	16
YEARS WITH PRESENT BANK	6	11	19	16	30
YEARS IN POSITION	6	4	6	6	8
REPORTING LEVEL	5	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	6	7	16	14	26
ASSET SIZE (MILLIONS)	6	$1,194.5	$7,074.6	$2,541.6	$10,745.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$16,828	$20,929	$20,250	$25,838
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	8	16,828	20,929	20,250	25,838
AGE	8	32	37	37	41
YEARS OF EDUCATION	7	12	14	15	16
YEARS WITH PRESENT BANK	8	10	14	11	19
YEARS IN POSITION	8	2	4	4	5
REPORTING LEVEL	7	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	5	22	12	43
ASSET SIZE (MILLIONS)	8	$1 ,23.9	$6,109.3	$2,580.1	$4,235.6

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$33,073	$47,109	$40,750	$56,250
BONUS	8	2,750	9,533	5,400	9,566
TOTAL COMPENSATION	14	34,888	52,556	42,700	61,922
AGE	14	40	44	42	50
YEARS OF EDUCATION	13	16	16	16	17
YEARS WITH PRESENT BANK	14	6	12	13	19
YEARS IN POSITION	14	4	6	6	8
REPORTING LEVEL	13	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	14	19	68	32	40
ASSET SIZE (MILLIONS)	14	$1,268.0	$6,260.4	$2,580.1	$7,129.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$32,151	$42,988	$40,400	$55,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	32,450	45,261	41,895	60,875
AGE	8	33	41	40	49
YEARS OF EDUCATION	8	16	16	17	17
YEARS WITH PRESENT BANK	8	9	12	11	13
YEARS IN POSITION	8	1	4	4	8
REPORTING LEVEL	7	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	6	21	9	42
ASSET SIZE (MILLIONS)	8	$1,681.3	$8,031.1	$4,148.4	$12,376.3

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$20,397	$26,197	$22,500	$29,439
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	20,397	26,946	25,200	29,439
AGE	13	37	47	44	57
YEARS OF EDUCATION	12	12	15	16	16
YEARS WITH PRESENT BANK	13	4	10	9	17
YEARS IN POSITION	12	3	6	6	9
REPORTING LEVEL	12	5	4	5	3
TOTAL EMPLOYEES SUPERVISED	12	11	33	28	45
ASSET SIZE (MILLIONS)	13	$1,391.0	$7,372.0	$3,974.0	$13,250.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$19,105	$24,422	$22,550	$29,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	19,524	24,518	22,750	29,000
AGE	10	33	37	36	41
YEARS OF EDUCATION	10	16	16	17	17
YEARS WITH PRESENT BANK	10	3	7	8	9
YEARS IN POSITION	10	2	3	3	4
REPORTING LEVEL	9	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	10	3	12	10	20
ASSET SIZE (MILLIONS)	10	$1,475.0	$8,112.3	$4,148.4	$15,106.1

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$50,400	$64,159	$57,500	$74,500
BONUS	9	3,975	13,492	10,461	16,500
TOTAL COMPENSATION	13	52,400	73,499	62,461	86,457
AGE	13	44	49	48	57
YEARS OF EDUCATION	12	16	17	17	19
YEARS WITH PRESENT BANK	13	8	18	20	25
YEARS IN POSITION	12	2	6	5	10
REPORTING LEVEL	12	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	70	222	156	251
ASSET SIZE (MILLIONS)	13	$1,391.0	$7,292.8	$3,974.0	$13,250.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$25,950	$32,934	$34,000	$39,569
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	27,350	33,669	34,000	40,423
AGE	12	40	44	43	49
YEARS OF EDUCATION	12	12	15	15	16
YEARS WITH PRESENT BANK	13	9	18	16	24
YEARS IN POSITION	12	4	7	6	7
REPORTING LEVEL	12	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	22	71	50	124
ASSET SIZE (MILLIONS)	13	$1,253.0	$5,002.3	$2,103.7	$8,002.6

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1979 Bank Officer Cash Compensation Survey

A report prepared for
Bank Administration Institute's
Human Resources Commission

By

Charles M. McCurry
Director, Human Resource Programs

Bank Administration Institute

Park Ridge, Illinois

Bank Administration Institute

Bank Administration Institute is a not-for-profit corporation whose broad goals are to help bank administrators achieve high levels of professional effectiveness and to help solve significant banking problems. These goals are pursued through programs of research and development, education, and technical assistance.

Founded in 1924, the Institute is today the largest technical banking association in the world. It is governed by a Board of Directors. Responsibility for management of the Institute's activities within a framework of policy established by the Board rests with the President, who is assisted by a staff located in Park Ridge, Illinois.

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1979-1980

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Introductory Note

Data for your individual region begins on the page indicated by a shaded edge.

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- All Regions Combined
- Your Geographic Region

Conducting the Survey

This is the eighth national bank officer salary survey conducted by the Human Resources Commission of Bank Administration Institute. Survey forms were mailed to BAI members in April, 1979. A total of 3,203 banks provided usable returns. These banks ranged in asset size from under $10 million to over $1 billion.

Several changes were made in this year's survey. In addition to reporting current salary data, for the first time in the 15-year history of the study, banks were asked to provide information on annual bonuses. This was done to ensure that officers' total direct compensation is fully summarized.

Other changes in this year's survey include:

- Revising the list of survey positions, as follows:

  Eighteen positions were surveyed for banks under $50 million in assets. Forty-one positions were surveyed for banks $50 million and over in assets.

- Expanding the survey results to include 25th percentile, mean, median, and 75th percentile data.

- Requesting data on the following pay-related information:

  Reporting level

  Number of employees supervised

  Age

  Years with bank

  Years in present position

  Education.

Geographic Region and Asset Size

The data were gathered and sorted by geographic region and asset size. States that comprise the nine geographic regions are listed below. Also listed are the number of participating banks and the number of officers surveyed in each region. The following sections of this report include the results for all

regions combined (national) and for your region. Reports for banks in other geographic regions are available on request from BAI (see enclosed order form).

Participating Banks	Number of Officers Surveyed	Regions	States	
112	1,360	I. New England	Connecticut Maine Massachusetts	New Hampshire Rhode Island Vermont
211	3,051	II. Mid-Atlantic	New Jersey New York	Pennsylvania
431	4,560	III. South-Atlantic	Delaware Florida Georgia Maryland North Carolina	South Carolina Virginia Washington, D.C. West Virginia
818	8,085	IV. East-North Central	Illinois Indiana Michigan	Ohio Wisconsin
190	1,819	V. East-South Central	Alabama Kentucky	Mississippi Tennessee
600	4,234	VI. West-North Central	Iowa Kansas Minnesota Missouri	Nebraska North Dakota South Dakota
434	4,115	VII. West-South Central	Arkansas Louisiana	Oklahoma Texas
221	2,140	VIII. Mountain	Arizona Colorado Idaho Montana	New Mexico Nevada Utah Wyoming
124	1,425	IX. Pacific	Alaska California Hawaii	Oregon Washington
3,141*	30,789*			

*Of the 3,203 banks providing usable returns, 62 banks did not report their geographic region; therefore, data for their 350 officer positions were included only in the results for all regions combined (national).

Banks in each geographic region were divided into 10 asset size categories. The 10 categories and the number of banks in each category are listed below by geographic region. No tables are presented when less than five banks participated in any resource category.

Total Assets	Total*	Geographic Region I	II	III	IV	V	VI	VII	VIII	IX
1. $1 Billion and over	78	3	19	16	15	2	5	6	4	8
2. $500 to $999 million	54	2	13	10	9	4	3	7	4	2
3. $250 to $499 million	106	7	24	17	26	3	5	15	3	6
4. $100 to $249 million	353	17	48	52	103	21	30	47	19	16
5. $50 to $99 million	426	20	36	57	128	25	66	51	27	16
6. $40 to $49 million	347	19	20	46	107	17	45	54	24	15
7. $30 to $39 million	373	11	15	45	93	25	80	64	23	17
8. $20 to $29 million	457	11	18	68	110	42	91	74	30	13
9. $10 to $19 million	624	18	14	90	163	36	154	72	60	17
10. Less than $10 million	323	4	4	30	64	15	121	44	27	14

*The 62 banks that did not report geographic region are not included in these results.

Officer Positions Surveyed

The 18 positions surveyed in banks under $50 million in asset size and the 41 positions surveyed in banks $50 million and over in asset size are listed below. Positions new to this year's survey are marked with an asterisk (*).

Banks Under $50 Million in Asset Size

Chief Executive Officer
Second Ranking Officer
Branch Manager—Large
Branch Manager—Small
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
*Instalment Loan Collector
Top Instalment Loan Officer
Junior Instalment Loan Officer
Top Internal Auditing Officer
*General Loan Officer
*Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Operations Officer
Top Personnel Officer
Top Trust Department Officer

Banks $50 Million and Over in Asset Size

*Chief Executive Officer
*Second Ranking Officer
*Top Administrative Officer
Top Advertising Officer
Top Bank Investment Officer
*Bond Department Manager
Top Branch Administration Officer
Branch Manager—Large
Branch Manager—Medium
Branch Manager—Small
Top Business Development Officer
*Business Development Officer
Commercial Credit Department Manager
*Commercial Loan Department Manager
Commercial Loan Officer
Junior Commercial Loan Officer
Top Correspondent Bank Officer
Top EDP Officer
Top Financial Officer

*New position

Instalment Loan Collection Manager
*Instalment Loan Department Manager
Instalment Loan Officer
Top Internal Auditing Officer
Top International Banking Officer
*Loan Review Officer
Marketing Director
*Mortgage Loan Department Manager
Mortgage Loan Officer
*Junior Mortgage Loan Officer
*New Accounts Officer/ Representative
Officer Trainee (Master's Degree)
Officer Trainee (Bachelor's Degree Only)
Top Operations Officer
*Personal Banking Manager
*Personal Banking Officer
Top Personnel Officer
*Portfolio Manager
Top Security Officer
Training Director
Top Trust Department Officer
Trust Operations Manager

*New position

Survey Analysis

The following sections of this report contain tables, like the one shown below, which summarize the survey data. There is one table for each position in each bank asset size category in your geographic region, as well as one table for each position in each bank asset size category for all geographic regions combined.

The top portion of each table shows 25th percentile, mean, median, and 75th percentile base salary, bonus, and total compensation information.

Commercial Loan Officer
Hypothetical Survey Results

	Cases	25th	Mean	Median	75th
Base Salary[1]	34	$13,200	$18,390	$18,761	$25,683
Bonus[2]	13	790	921	972	1,000
Total Compensation[3]	34	13,500	18,949	19,500	26,000
Age	34	25	34	31	59
Years of Education	34	12	16	16	18
Years with Present Bank	34	2	9	6	33
Years in Position	34	1	6	4	28
Reporting Level	34	7	5	4	3
Total Employees Supervised	34	0	1	0	3
Asset Size (Millions)	34	$43.7	$45.8	$46.2	$48.5

[1] *Base Salary* information summarizes the range of base salaries reported by bonus-paying and nonbonus-paying banks combined.

[2] *Bonus* information summarizes the range of bonus awards in bonus-paying banks only.

[3] *Total compensation* information combines base salaries in nonbonus-paying banks with total compensation levels (i.e., base salaries plus bonus awards) in bonus-paying banks.

Because some banks did not report paying bonuses, the reported base salary information plus the reported bonus information may not equal the reported total compensation information.

The bottom portion of each table summarizes pay-related information (i.e., age, education, and so on) collected in the survey. This information is provided to assist you in evaluating your bank's actual pay levels. For example, actual pay levels for one of your bank's officers may be above the survey median compensation levels *because* your officer is older, has greater educa-

tion, years of service and time in position, is at a higher reporting level, and supervises more employees than the median of officers surveyed in his or her position.

The remainder of this section discusses two hypothetical examples, which more fully illustrate the use of this year's survey data.

Hypothetical Example 1

Compare the following data for a *hypothetical* commercial loan officer in your bank with the *hypothetical* survey results for commercial loan officers shown in the sample table on page 5.

Position:	Commercial Loan Officer
Base Salary	$24,500
Bonus	—
Total Compensation	$24,500
Age	45
Education	16
Years with Bank	12
Years in Position	10
Reporting Level	3
Total Employees Supervised	5
Bank Asset Size (Millions)	$47.0

Since your bank's hypothetical commercial loan officer did not receive a bonus, you should compare his or her total compensation of $24,500 with the range of total compensation shown in the sample table. Your bank's commercial loan officer appears to be paid well above the survey median of $19,500, and below the survey 75th percentile of $26,000. However, before concluding that your bank's commercial loan officer is overpaid, consider the following pay-related information:

1. *Age.* At 45 years, your officer is midway between the survey median of 31 and the survey 75th percentile of 59.
2. *Education.* At 16 years, your officer is at the survey median of 16.
3. *Years with bank.* At 12 years, your officer is above the survey median of 6, but well below the survey 75th percentile of 33.
4. *Years in position.* At 10 years, your officer is above the survey median of 4 years, but well below the survey 75th percentile of 28.
5. *Reporting level.* At 3, your officer is at the survey 75th percentile of 3.
6. *Total employees supervised.* At 5, your officer is above the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer probably is not overpaid. This officer is (1) above the survey 75th percentile in total number of employees supervised, (2) at the survey 75th percentile in reporting level; (3) between the survey median and survey 75th percentile in age, years with the bank, years in position, and bank asset size; and (4) at the survey median in education. Thus, this officer's total compensation of $24,500 appears to be justifiable.

Hypothetical Example 2

Let's consider a second *hypothetical* example. Suppose your bank's commercial loan officer has the following characteristics:

Position:	Commercial Loan Officer
Base Salary	$16,000
Bonus	1,600
Total Compensation	$17,600
Age	31
Education	18 (MBA)
Years with Bank	4
Years in Position	4
Reporting Level	4
Total Employees Supervised	3
Bank Asset Size (Millions)	$47.0

This commercial loan officer's base salary of $16,000 falls between the survey 25th percentile of $13,200 and the survey mean of $18,390. His or her total compensation of $17,600 falls between the survey 25th percentile base salary plus survey 25th percentile bonus of $13,990 and the survey mean base salary plus mean bonus of $19,311. Thus, this officer appears to be underpaid in both base salary and total compensation. This conclusion is reinforced by the following pay-related information:

1. *Age.* At 31, your officer is at the survey 75th percentile of 18.
2. *Education.* At 18 (MBA), your officer is at the survey 75th percentile of 18.
3. *Years with bank.* At 4, your officer is between the survey 25th percentile of 2 and the survey median of 6.
4. *Years in position.* At 4, your officer is at the survey median of 4.
5. *Reporting level.* At 4, your officer is at the survey median of 4.
6. *Total employees supervised.* At 3, your officer is at the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably underpaid. This officer is (1) at the survey 75th percentile in education and total employees supervised; (2) between

the survey median and survey 75th percentile in bank asset size; (3) at the survey median in age, years in position, and reporting level; and (4) between the survey 25th percentile and survey mean only in years with the bank. Thus, it would be justifiable to pay this officer at the survey median total compensation level of $19,500. In fact, you might decide that he or she is better qualified and has more responsibility than the median survey commercial loan officer, and should be paid above the survey median total compensation level.

Cash Compensation Data

All Regions Combined

- Banks Under $50 Millions in Asset Size
- Banks $50 Million and Over in Asset Size

BEST AVAILABLE COPY

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: LESS THAN $10 MILLION

Of the 3,203 banks submitting data for the national survey results, 332 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Mortgage Loan Officer
Top Trust Department Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	328	$20,640	$25,608	$25,000	$30,306
BONUS	212	1,500	5,480	3,200	7,864
TOTAL COMPENSATION	328	22,850	29,149	28,100	34,000
AGE	319	40	48	47	56
YEARS OF EDUCATION	326	14	15	16	16
YEARS WITH PRESENT BANK	322	3	13	7	19
YEARS IN POSITION	322	3	8	5	11
REPORTING LEVEL	327	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	322	5	9	8	12
ASSET SIZE (MILLIONS)	328	$5.4	$6.6	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	271	$14,400	$17,682	$17,500	$20,500
BONUS	182	1,000	3,324	1,889	4,400
TOTAL COMPENSATION	271	16,000	19,915	19,200	23,000
AGE	264	32	41	40	49
YEARS OF EDUCATION	270	12	14	14	16
YEARS WITH PRESENT BANK	267	3	10	7	14
YEARS IN POSITION	262	2	5	3	7
REPORTING LEVEL	220	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	228	3	7	6	10
ASSET SIZE (MILLIONS)	271	$5.7	$6.8	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$9,021	$11,822	$10,500	$15,750
BONUS	8	478	593	550	869
TOTAL COMPENSATION	17	9,071	12,101	10,810	16,000
AGE	16	27	39	34	51
YEARS OF EDUCATION	15	12	13	12	14
YEARS WITH PRESENT BANK	16	3	6	4	8
YEARS IN POSITION	16	1	4	2	6
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	2	3	3	5
ASSET SIZE (MILLIONS)	17	$6.2	$7.0	$7.2	$8.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$6,740	$9,848	$11,760	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	7,115	10,090	11,760	12,231
AGE	5	43	54	47	70
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	2	4	3	6
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$5.0	$7.0	$7.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,400	$23,092	$22,800	$27,000
BONUS	6	1,438	3,021	2,237	5,325
TOTAL COMPENSATION	11	18,500	24,739	22,800	29,500
AGE	11	33	43	41	52
YEARS OF EDUCATION	11	14	15	15	16
YEARS WITH PRESENT BANK	11	2	6	3	11
YEARS IN POSITION	11	2	5	3	5
REPORTING LEVEL	10	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	8	3	8	9	12
ASSET SIZE (MILLIONS)	11	$6.8	$7.5	$7.2	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,950	$13,718	$11,000	$18,844
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	10,450	14,298	11,000	19,794
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$6.3	$7.1	$6.8	$8.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$9,625	$11,700	$12,000	$13,425
BONUS	11	350	1,356	1,500	1,720
TOTAL COMPENSATION	16	9,963	12,633	13,250	14,599
AGE	16	28	42	47	56
YEARS OF EDUCATION	16	12	13	12	14
YEARS WITH PRESENT BANK	16	3	13	7	28
YEARS IN POSITION	16	2	7	4	8
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	3	6	6	10
ASSET SIZE (MILLIONS)	16	$5.3	$7.1	$7.6	$8.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$7,800	$10,251	$9,564	$12,450
BONUS	6	536	900	849	1,180
TOTAL COMPENSATION	9	8,329	10,851	10,561	13,310
AGE	8	27	34	31	42
YEARS OF EDUCATION	9	12	14	14	15
YEARS WITH PRESENT BANK	9	2	3	2	4
YEARS IN POSITION	7	2	2	2	2
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	9	$6.2	$6.9	$7.0	$7.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$12,450	$16,419	$15,000	$18,500
BONUS	5	513	1,798	963	3,500
TOTAL COMPENSATION	22	12,450	16,827	15,000	19,200
AGE	21	29	35	35	41
YEARS OF EDUCATION	22	12	14	13	16
YEARS WITH PRESENT BANK	22	2	4	3	4
YEARS IN POSITION	21	2	2	2	3
REPORTING LEVEL	19	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	17	1	3	1	4
ASSET SIZE (MILLIONS)	22	$6.3	$7.6	$8.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$9,723	$11,992	$11,850	$14,300
BONUS	11	482	1,290	525	1,720
TOTAL COMPENSATION	24	10,600	12,583	12,357	15,018
AGE	22	29	33	34	36
YEARS OF EDUCATION	23	12	14	13	16
YEARS WITH PRESENT BANK	23	1	5	4	6
YEARS IN POSITION	23	1	2	2	2
REPORTING LEVEL	24	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	12	1	4	2	7
ASSET SIZE (MILLIONS)	24	$6.9	$7.6	$8.0	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$8,000	$10,090	$10,000	$12,000
BONUS	14	360	1,388	929	2,250
TOTAL COMPENSATION	19	9,120	11,113	10,400	12,600
AGE	17	32	41	39	47
YEARS OF EDUCATION	19	12	13	12	13
YEARS WITH PRESENT BANK	19	4	12	8	17
YEARS IN POSITION	17	2	4	3	5
REPORTING LEVEL	16	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	3	4	3	5
ASSET SIZE (MILLIONS)	19	$5.5	$7.0	$7.3	$8.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$12,000	$14,809	$14,100	$16,650
BONUS	39	750	1,872	1,440	2,400
TOTAL COMPENSATION	73	12,900	15,809	15,000	18,130
AGE	70	30	36	34	41
YEARS OF EDUCATION	72	12	14	15	16
YEARS WITH PRESENT BANK	73	2	5	3	7
YEARS IN POSITION	73	2	3	3	4
REPORTING LEVEL	66	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	51	2	5	4	6
ASSET SIZE (MILLIONS)	73	$6.5	$7.4	$7.8	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$8,800	$10,531	$10,200	$12,000
BONUS	5	500	802	700	1,155
TOTAL COMPENSATION	11	9,200	10,895	10,200	13,000
AGE	11	24	27	26	28
YEARS OF EDUCATION	11	16	16	16	16
YEARS WITH PRESENT BANK	11	2	3	2	4
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	11	$6.0	$7.6	$7.8	$9.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	179	$10,500	$13,240	$12,600	$15,396
BONUS	102	600	1,673	1,000	2,000
TOTAL COMPENSATION	179	11,400	14,194	13,600	16,400
AGE	174	32	41	40	49
YEARS OF EDUCATION	179	12	13	12	14
YEARS WITH PRESENT BANK	178	3	10	8	14
YEARS IN POSITION	172	2	5	3	6
REPORTING LEVEL	163	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	163	4	7	6	9
ASSET SIZE (MILLIONS)	179	$6.0	$7.0	$7.3	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$7,365	$8,930	$9,600	$11,889
BONUS	6	569	1,279	1,530	1,770
TOTAL COMPENSATION	8	7,528	9,889	11,058	13,365
AGE	8	35	42	45	48
YEARS OF EDUCATION	8	12	13	12	12
YEARS WITH PRESENT BANK	8	5	10	8	16
YEARS IN POSITION	8	2	3	3	3
REPORTING LEVEL	6	4	3	4	2
TOTAL EMPLOYEES SUPERVISED	6	6	8	8	11
ASSET SIZE (MILLIONS)	8	$6.9	$8.4	$8.8	$9.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $10 TO $19 MILLION

Of the 3,203 banks submitting data for the national survey results, 651 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	648	$25,008	$31,035	$30,000	$35,000
BONUS	441	1,792	5,719	3,375	6,500
TOTAL COMPENSATION	648	28,115	34,926	33,000	38,683
AGE	632	41	49	49	57
YEARS OF EDUCATION	638	14	15	16	16
YEARS WITH PRESENT BANK	635	5	14	11	22
YEARS IN POSITION	624	4	8	7	12
REPORTING LEVEL	647	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	629	11	61	16	22
ASSET SIZE (MILLIONS)	648	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	564	$18,000	$21,658	$21,000	$24,330
BONUS	375	1,100	3,070	2,000	3,600
TOTAL COMPENSATION	564	19,200	23,699	22,500	26,305
AGE	539	36	44	42	50
YEARS OF EDUCATION	557	12	14	14	16
YEARS WITH PRESENT BANK	552	4	12	9	17
YEARS IN POSITION	535	3	6	5	8
REPORTING LEVEL	491	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	500	5	18	10	17
ASSET SIZE (MILLIONS)	564	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$12,000	$15,294	$15,666	$18,000
BONUS	13	397	1,153	538	1,952
TOTAL COMPENSATION	19	12,200	16,083	16,538	18,500
AGE	19	32	40	37	49
YEARS OF EDUCATION	18	12	14	14	15
YEARS WITH PRESENT BANK	19	2	6	5	6
YEARS IN POSITION	19	2	4	2	5
REPORTING LEVEL	17	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	18	4	10	8	13
ASSET SIZE (MILLIONS)	19	$13.0	$14.8	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	114	$10,475	$13,489	$13,500	$16,000
BONUS	65	395	1,017	625	1,499
TOTAL COMPENSATION	114	11,048	14,069	14,000	16,525
AGE	110	31	40	37	48
YEARS OF EDUCATION	111	12	14	12	16
YEARS WITH PRESENT BANK	113	3	8	5	11
YEARS IN POSITION	109	2	4	3	5
REPORTING LEVEL	104	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	105	2	4	3	5
ASSET SIZE (MILLIONS)	114	$12.9	$15.3	$15.7	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$11,400	$17,501	$15,400	$20,000
BONUS	20	376	2,150	1,775	2,244
TOTAL COMPENSATION	35	11,400	18,730	16,927	24,000
AGE	34	33	43	41	50
YEARS OF EDUCATION	34	12	14	14	16
YEARS WITH PRESENT BANK	33	3	5	5	6
YEARS IN POSITION	33	2	4	3	6
REPORTING LEVEL	34	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	6	3	10
ASSET SIZE (MILLIONS)	35	$13.4	$14.9	$15.0	$17.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$18,000	$21,248	$20,750	$24,000
BONUS	31	1,125	2,746	2,200	3,000
TOTAL COMPENSATION	56	19,575	22,769	21,960	25,612
AGE	53	34	42	37	48
YEARS OF EDUCATION	54	14	15	16	16
YEARS WITH PRESENT BANK	54	2	6	4	10
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	52	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	2	7	4	7
ASSET SIZE (MILLIONS)	56	$14.0	$15.5	$16.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,000	$13,124	$12,000	$15,000
BONUS	28	313	1,580	919	1,700
TOTAL COMPENSATION	43	11,000	14,153	13,010	15,957
AGE	39	26	36	33	43
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	42	3	8	6	8
YEARS IN POSITION	41	2	3	2	3
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	23	1	4	2	7
ASSET SIZE (MILLIONS)	43	$13.0	$15.3	$15.9	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$10,200	$14,180	$13,500	$16,800
BONUS	38	526	1,652	1,004	1,778
TOTAL COMPENSATION	67	11,050	15,118	13,500	17,700
AGE	64	32	42	40	51
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	4	12	9	18
YEARS IN POSITION	63	2	5	3	6
REPORTING LEVEL	65	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	4	10	7	15
ASSET SIZE (MILLIONS)	67	$12.0	$15.0	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$9,000	$10,843	$10,350	$12,130
BONUS	21	368	1,308	1,000	1,225
TOTAL COMPENSATION	46	9,195	11,440	10,800	12,700
AGE	45	29	34	31	40
YEARS OF EDUCATION	45	12	14	13	15
YEARS WITH PRESENT BANK	46	2	6	3	8
YEARS IN POSITION	45	1	3	2	3
REPORTING LEVEL	40	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	1	6	3	10
ASSET SIZE (MILLIONS)	46	$13.9	$15.6	$15.8	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	187	$13,200	$15,929	$15,500	$18,100
BONUS	115	500	1,443	1,070	1,590
TOTAL COMPENSATION	187	13,910	16,816	16,000	19,600
AGE	178	30	37	34	42
YEARS OF EDUCATION	183	12	14	14	16
YEARS WITH PRESENT BANK	182	3	6	5	8
YEARS IN POSITION	177	2	4	3	5
REPORTING LEVEL	174	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	135	2	4	3	4
ASSET SIZE (MILLIONS)	187	$12.9	$15.1	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	138	$10,017	$11,858	$11,962	$13,200
BONUS	85	408	904	724	1,112
TOTAL COMPENSATION	138	10,700	12,415	12,038	14,000
AGE	130	27	34	31	38
YEARS OF EDUCATION	134	12	14	14	16
YEARS WITH PRESENT BANK	135	3	7	5	8
YEARS IN POSITION	132	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	75	1	4	2	5
ASSET SIZE (MILLIONS)	138	$12.6	$15.3	$15.5	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$10,200	$12,416	$12,000	$13,480
BONUS	48	793	1,927	1,250	2,000
TOTAL COMPENSATION	93	10,450	13,411	12,500	14,370
AGE	85	32	42	41	51
YEARS OF EDUCATION	91	12	13	12	16
YEARS WITH PRESENT BANK	92	4	12	9	17
YEARS IN POSITION	84	2	4	2	4
REPORTING LEVEL	80	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	50	3	9	6	12
ASSET SIZE (MILLIONS)	93	$11.9	$14.5	$14.9	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	254	$13,200	$16,006	$15,980	$18,738
BONUS	155	700	1,784	1,200	2,200
TOTAL COMPENSATION	254	14,000	17,095	16,910	19,617
AGE	241	31	39	36	45
YEARS OF EDUCATION	252	12	14	15	16
YEARS WITH PRESENT BANK	250	3	8	6	10
YEARS IN POSITION	244	2	4	3	5
REPORTING LEVEL	229	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	161	2	5	3	6
ASSET SIZE (MILLIONS)	254	$12.6	$15.0	$15.4	$17.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$12,360	$16,097	$15,000	$18,200
BONUS	19	800	2,824	1,200	3,000
TOTAL COMPENSATION	31	12,800	17,828	15,900	20,000
AGE	28	37	44	44	49
YEARS OF EDUCATION	30	12	13	12	14
YEARS WITH PRESENT BANK	29	3	9	6	13
YEARS IN POSITION	29	2	4	2	5
REPORTING LEVEL	27	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	7	3	12
ASSET SIZE (MILLIONS)	31	$15.2	$16.2	$17.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$9,200	$11,015	$10,800	$12,480
BONUS	22	200	668	481	932
TOTAL COMPENSATION	43	9,450	11,357	11,000	13,000
AGE	41	24	28	27	30
YEARS OF EDUCATION	43	16	16	16	16
YEARS WITH PRESENT BANK	42	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	34	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	1	5	3	7
ASSET SIZE (MILLIONS)	43	$12.5	$15.3	$15.4	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	458	$12,500	$15,989	$15,500	$18,975
BONUS	296	750	1,873	1,208	2,400
TOTAL COMPENSATION	458	13,200	17,199	16,500	19,925
AGE	443	33	41	40	49
YEARS OF EDUCATION	451	12	14	13	16
YEARS WITH PRESENT BANK	451	5	11	9	16
YEARS IN POSITION	438	2	5	4	7
REPORTING LEVEL	423	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	428	6	12	10	16
ASSET SIZE (MILLIONS)	458	$12.2	$14.7	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$10,475	$13,005	$12,100	$14,425
BONUS	37	713	1,875	1,000	1,663
TOTAL COMPENSATION	54	10,975	14,290	13,282	15,000
AGE	51	35	43	42	51
YEARS OF EDUCATION	54	12	13	12	14
YEARS WITH PRESENT BANK	53	6	13	11	19
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	47	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	4	11	10	16
ASSET SIZE (MILLIONS)	54	$13.0	$15.0	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$14,804	$28,134	$20,000	$31,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	14,854	29,496	20,000	33,180
AGE	9	41	48	49	55
YEARS OF EDUCATION	9	13	15	14	17
YEARS WITH PRESENT BANK	9	6	12	10	20
YEARS IN POSITION	9	2	7	6	11
REPORTING LEVEL	7	4	3	2	2
TOTAL EMPLOYEES SUPERVISED	7	2	14	8	24
ASSET SIZE (MILLIONS)	9	$13.8	$15.4	$15.3	$18.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $20 TO $29 MILLION

Of the 3,203 banks submitting data for the national survey results, 463 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	460	$30,000	$36,206	$35,000	$40,000
BONUS	289	2,130	5,387	4,000	7,000
TOTAL COMPENSATION	460	32,800	39,590	37,294	44,675
AGE	451	43	50	50	56
YEARS OF EDUCATION	454	14	15	16	16
YEARS WITH PRESENT BANK	453	6	15	12	22
YEARS IN POSITION	442	4	8	7	11
REPORTING LEVEL	458	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	447	20	35	28	35
ASSET SIZE (MILLIONS)	460	$22.0	$24.3	$24.1	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	395	$21,400	$25,109	$25,000	$28,500
BONUS	239	1,250	3,294	2,260	4,012
TOTAL COMPENSATION	395	23,000	27,103	26,600	30,762
AGE	389	37	45	43	52
YEARS OF EDUCATION	391	12	14	15	16
YEARS WITH PRESENT BANK	388	5	13	10	19
YEARS IN POSITION	374	3	6	5	8
REPORTING LEVEL	362	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	354	8	30	20	31
ASSET SIZE (MILLIONS)	395	$22.0	$24.3	$24.2	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$13,356	$17,265	$18,000	$20,000
BONUS	20	506	1,631	1,200	1,993
TOTAL COMPENSATION	42	13,875	18,041	18,861	21,125
AGE	39	33	40	37	46
YEARS OF EDUCATION	41	12	13	13	15
YEARS WITH PRESENT BANK	40	4	10	7	13
YEARS IN POSITION	39	2	5	4	6
REPORTING LEVEL	38	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	42	6	10	9	12
ASSET SIZE (MILLIONS)	42	$23.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	149	$11,224	$14,167	$13,800	$16,585
BONUS	88	500	1,234	988	1,539
TOTAL COMPENSATION	149	11,713	14,896	14,500	17,450
AGE	144	32	41	40	50
YEARS OF EDUCATION	146	12	13	12	15
YEARS WITH PRESENT BANK	146	3	10	7	12
YEARS IN POSITION	144	2	5	3	6
REPORTING LEVEL	141	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	144	3	4	4	5
ASSET SIZE (MILLIONS)	149	$22.6	$24.9	$25.0	$27.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,150	$17,769	$16,700	$21,063
BONUS	34	514	1,330	1,000	1,852
TOTAL COMPENSATION	70	12,775	18,415	17,050	23,025
AGE	68	33	44	43	54
YEARS OF EDUCATION	67	13	15	16	16
YEARS WITH PRESENT BANK	69	2	8	5	8
YEARS IN POSITION	66	2	4	3	5
REPORTING LEVEL	66	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	1	7	3	6
ASSET SIZE (MILLIONS)	70	$23.0	$25.3	$25.2	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$18,000	$21,972	$21,550	$25,515
BONUS	70	825	2,546	1,883	3,379
TOTAL COMPENSATION	128	19,000	23,365	22,796	27,328
AGE	127	34	42	40	49
YEARS OF EDUCATION	126	14	15	16	16
YEARS WITH PRESENT	128	3	8	6	11
YEARS IN POSITION	122	2	4	3	5
REPORTING LEVEL	118	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	8	4	7
ASSET SIZE (MILLIONS)	128	$22.9	$24.9	$25.0	$27.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$11,250	$13,591	$13,840	$16,000
BONUS	31	500	1,680	1,200	1,769
TOTAL COMPENSATION	49	12,000	14,654	14,700	17,055
AGE	49	27	34	31	40
YEARS OF EDUCATION	49	12	14	16	16
YEARS WITH PRESENT BANK	49	3	8	6	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	47	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	29	1	5	2	6
ASSET SIZE (MILLIONS)	49	$22.5	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	85	$13,000	$16,123	$15,000	$19,000
BONUS	50	594	1,341	1,119	1,725
TOTAL COMPENSATION	85	14,075	16,911	16,000	19,851
AGE	83	32	41	39	50
YEARS OF EDUCATION	83	12	14	14	16
YEARS WITH PRESENT BANK	83	3	11	7	17
YEARS IN POSITION	80	2	5	3	7
REPORTING LEVEL	83	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	69	4	12	9	18
ASSET SIZE (MILLIONS)	85	$22.6	$24.8	$25.0	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	79	$10,000	$11,053	$11,075	$12,500
BONUS	40	465	847	750	1,000
TOTAL COMPENSATION	79	10,000	11,482	11,700	13,000
AGE	78	27	35	32	41
YEARS OF EDUCATION	79	12	14	13	16
YEARS WITH PRESENT BANK	79	2	5	3	6
YEARS IN POSITION	79	2	3	2	3
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	1	6	3	7
ASSET SIZE (MILLIONS)	79	$22.0	$24.8	$25.0	$27.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	255	$14,500	$17,120	$16,500	$19,500
BONUS	151	750	1,766	1,500	2,150
TOTAL COMPENSATION	255	15,050	18,165	17,810	20,790
AGE	251	32	39	37	45
YEARS OF EDUCATION	251	12	14	14	16
YEARS WITH PRESENT BANK	254	3	8	6	10
YEARS IN POSITION	248	2	5	3	6
REPORTING LEVEL	241	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	2	5	3	5
ASSET SIZE (MILLIONS)	255	$22.0	$24.5	$24.7	$26.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$10,800	$12,453	$12,250	$14,200
BONUS	93	554	1,129	1,037	1,500
TOTAL COMPENSATION	183	11,390	13,027	12,844	14,800
AGE	181	28	34	32	39
YEARS OF EDUCATION	182	12	14	14	16
YEARS WITH PRESENT BANK	182	2	6	5	8
YEARS IN POSITION	176	2	3	2	3
REPORTING LEVEL	175	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	97	1	4	2	5
ASSET SIZE (MILLIONS)	183	$23.0	$25.2	$25.3	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	115	$10,644	$13,629	$12,550	$15,000
BONUS	60	789	1,384	1,155	1,628
TOTAL COMPENSATION	115	11,100	14,351	13,000	15,805
AGE	113	31	41	41	50
YEARS OF EDUCATION	112	12	14	13	16
YEARS WITH PRESENT BANK	113	5	11	9	15
YEARS IN POSITION	111	2	4	3	5
REPORTING LEVEL	107	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	57	1	10	3	12
ASSET SIZE (MILLIONS)	115	$23.0	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	232	$15,000	$18,089	$18,000	$20,200
BONUS	134	773	2,056	1,485	2,500
TOTAL COMPENSATION	232	16,000	19,276	18,975	22,384
AGE	221	32	40	37	47
YEARS OF EDUCATION	227	12	14	14	16
YEARS WITH PRESENT BANK	225	3	9	7	12
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	221	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	164	2	6	4	7
ASSET SIZE (MILLIONS)	232	$22.9	$24.7	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$14,040	$17,982	$18,000	$20,501
BONUS	30	769	1,644	1,368	2,015
TOTAL COMPENSATION	67	15,000	18,718	18,750	21,200
AGE	65	32	41	40	49
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	3	9	8	12
YEARS IN POSITION	63	2	4	3	4
REPORTING LEVEL	64	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	8	3	4
ASSET SIZE (MILLIONS)	67	$22.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$9,195	$10,901	$10,350	$12,500
BONUS	11	215	802	500	1,340
TOTAL COMPENSATION	32	9,615	11,176	10,500	12,957
AGE	31	24	27	25	28
YEARS OF EDUCATION	32	16	16	16	16
YEARS WITH PRESENT BANK	32	2	4	2	3
YEARS IN POSITION	30	1	2	2	2
REPORTING LEVEL	31	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	4	6
ASSET SIZE (MILLIONS)	32	$22.0	$24.5	$24.5	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	353	$15,454	$18,296	$18,000	$21,000
BONUS	192	810	2,131	1,500	2,500
TOTAL COMPENSATION	353	16,225	19,455	19,200	22,978
AGE	351	33	41	40	47
YEARS OF EDUCATION	348	12	14	14	16
YEARS WITH PRESENT BANK	351	5	11	8	17
YEARS IN POSITION	339	2	5	4	6
REPORTING LEVEL	335	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	329	11	20	18	27
ASSET SIZE (MILLIONS)	353	$22.0	$24.4	$24.5	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$12,000	$15,026	$13,900	$16,500
BONUS	37	740	1,585	1,300	2,060
TOTAL COMPENSATION	72	12,500	15,841	14,607	17,125
AGE	70	33	42	42	49
YEARS OF EDUCATION	69	12	14	13	16
YEARS WITH PRESENT BANK	70	6	12	10	19
YEARS IN POSITION	68	2	4	3	4
REPORTING LEVEL	67	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	57	5	16	15	23
ASSET SIZE (MILLIONS)	72	$22.3	$24.6	$24.8	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$12,600	$18,085	$17,520	$19,795
BONUS	15	950	1,931	1,385	2,673
TOTAL COMPENSATION	23	13,550	19,344	18,808	22,200
AGE	23	37	46	45	58
YEARS OF EDUCATION	21	14	16	16	17
YEARS WITH PRESENT BANK	23	3	13	10	22
YEARS IN POSITION	23	2	6	3	9
REPORTING LEVEL	20	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	1	3	1	2
ASSET SIZE (MILLIONS)	23	$23.0	$25.1	$25.1	$27.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $30 TO $39 MILLION

Of the 3,203 banks submitting data for the national survey results, 375 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	373	$33,342	$38,466	$38,000	$43,475
BONUS	236	2,126	6,021	4,114	7,000
TOTAL COMPENSATION	373	35,368	42,275	41,400	48,000
AGE	366	45	52	52	59
YEARS OF EDUCATION	371	14	15	16	16
YEARS WITH PRESENT BANK	364	6	17	15	26
YEARS IN POSITION	360	4	9	7	12
REPORTING LEVEL	373	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	356	28	39	38	49
ASSET SIZE (MILLIONS)	373	$31.3	$34.1	$34.0	$36.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	317	$24,000	$28,123	$27,500	$31,000
BONUS	192	1,500	3,649	2,500	4,424
TOTAL COMPENSATION	317	25,004	30,333	29,500	34,235
AGE	308	40	48	48	55
YEARS OF EDUCATION	313	12	15	15	16
YEARS WITH PRESENT BANK	310	7	15	13	23
YEARS IN POSITION	303	3	7	6	10
REPORTING LEVEL	300	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	289	9	27	26	42
ASSET SIZE (MILLIONS)	317	$31.4	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$14,400	$17,404	$18,000	$20,688
BONUS	29	808	1,615	1,400	2,005
TOTAL COMPENSATION	56	15,000	18,241	18,517	20,688
AGE	54	35	43	41	51
YEARS OF EDUCATION	54	12	14	14	16
YEARS WITH PRESENT BANK	54	4	10	9	14
YEARS IN POSITION	51	2	4	3	5
REPORTING LEVEL	51	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	53	6	11	10	14
ASSET SIZE (MILLIONS)	56	$31.9	$34.6	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	161	$10,500	$13,731	$13,200	$16,166
BONUS	84	500	1,180	950	1,561
TOTAL COMPENSATION	161	11,100	14,347	13,810	16,623
AGE	156	33	40	39	48
YEARS OF EDUCATION	158	12	13	12	15
YEARS WITH PRESENT BANK	156	4	9	7	12
YEARS IN POSITION	154	2	4	3	5
REPORTING LEVEL	153	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	156	3	5	4	6
ASSET SIZE (MILLIONS)	161	$32.0	$34.4	$34.7	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$13,150	$17,374	$17,175	$20,150
BONUS	49	563	1,484	1,100	1,862
TOTAL COMPENSATION	86	13,500	18,219	17,516	21,970
AGE	83	32	43	41	51
YEARS OF EDUCATION	83	12	15	16	16
YEARS WITH PRESENT BANK	85	3	9	6	12
YEARS IN POSITION	83	2	4	2	5
REPORTING LEVEL	81	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	43	1	5	2	4
ASSET SIZE (MILLIONS)	86	$32.0	$34.7	$35.0	$37.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	141	$19,950	$23,325	$23,500	$26,450
BONUS	74	1,200	2,266	1,768	3,026
TOTAL COMPENSATION	141	20,910	24,515	24,170	27,789
AGE	139	35	42	39	47
YEARS OF EDUCATION	140	13	15	16	16
YEARS WITH PRESENT BANK	139	4	10	8	13
YEARS IN POSITION	137	2	5	3	6
REPORTING LEVEL	136	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	118	3	9	5	9
ASSET SIZE (MILLIONS)	141	$32.0	$34.8	$35.0	$38.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,075	$14,687	$14,835	$17,000
BONUS	26	264	926	606	1,425
TOTAL COMPENSATION	70	12,175	15,031	15,170	17,525
AGE	67	29	35	33	38
YEARS OF EDUCATION	68	12	14	15	16
YEARS WITH PRESENT BANK	67	3	7	5	9
YEARS IN POSITION	64	2	3	2	4
REPORTING LEVEL	66	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	1	6	2	4
ASSET SIZE (MILLIONS)	70	$32.0	$34.5	$35.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$13,800	$16,661	$16,000	$19,000
BONUS	42	663	1,610	1,227	1,932
TOTAL COMPENSATION	83	14,012	17,476	16,374	21,000
AGE	80	32	39	36	47
YEARS OF EDUCATION	82	12	14	14	16
YEARS WITH PRESENT BANK	82	6	11	8	15
YEARS IN POSITION	79	2	4	3	5
REPORTING LEVEL	80	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	66	2	7	4	10
ASSET SIZE (MILLIONS)	83	$32.0	$34.6	$34.7	$37.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	113	$10,000	$11,787	$11,340	$13,200
BONUS	53	400	846	700	1,269
TOTAL COMPENSATION	113	10,125	12,183	11,572	14,165
AGE	106	27	35	32	41
YEARS OF EDUCATION	112	12	13	13	15
YEARS WITH PRESENT BANK	110	2	5	4	6
YEARS IN POSITION	108	2	3	2	3
REPORTING LEVEL	102	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	32	1	3	2	3
ASSET SIZE (MILLIONS)	113	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	260	$15,300	$18,306	$18,000	$20,998
BONUS	139	862	1,720	1,435	2,300
TOTAL COMPENSATION	260	16,213	19,226	19,000	21,657
AGE	253	33	40	38	45
YEARS OF EDUCATION	258	12	14	14	16
YEARS WITH PRESENT BANK	256	4	9	8	12
YEARS IN POSITION	249	2	5	3	6
REPORTING LEVEL	248	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	218	2	5	4	5
ASSET SIZE (MILLIONS)	260	$31.4	$34.1	$34.0	$36.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	195	$11,400	$13,190	$12,600	$15,000
BONUS	101	500	1,183	900	1,500
TOTAL COMPENSATION	195	11,700	13,803	13,200	15,700
AGE	189	28	35	33	41
YEARS OF EDUCATION	191	12	14	14	16
YEARS WITH PRESENT BANK	190	3	7	6	10
YEARS IN POSITION	187	2	3	2	4
REPORTING LEVEL	183	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	95	1	4	2	4
ASSET SIZE (MILLIONS)	195	$32.0	$34.2	$34.0	$36.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	142	$11,879	$14,380	$14,000	$16,500
BONUS	83	500	1,220	950	1,500
TOTAL COMPENSATION	142	12,211	15,093	14,500	17,200
AGE	134	32	41	39	51
YEARS OF EDUCATION	137	12	14	14	16
YEARS WITH PRESENT BANK	136	4	12	8	17
YEARS IN POSITION	134	2	4	3	4
REPORTING LEVEL	130	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	61	1	9	3	12
ASSET SIZE (MILLIONS)	142	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	229	$16,000	$19,296	$19,200	$21,884
BONUS	140	844	2,166	1,720	2,675
TOTAL COMPENSATION	229	16,700	20,621	20,150	24,017
AGE	225	34	42	41	49
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	224	5	11	9	15
YEARS IN POSITION	219	2	5	4	8
REPORTING LEVEL	216	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	148	2	7	4	8
ASSET SIZE (MILLIONS)	229	$31.6	$34.2	$34.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$14,000	$17,878	$17,160	$21,000
BONUS	42	581	1,489	1,164	2,062
TOTAL COMPENSATION	91	14,500	18,565	18,000	22,000
AGE	91	35	42	41	48
YEARS OF EDUCATION	91	12	14	14	16
YEARS WITH PRESENT BANK	90	3	10	8	14
YEARS IN POSITION	88	2	4	3	5
REPORTING LEVEL	89	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	73	1	4	2	4
ASSET SIZE (MILLIONS)	91	$32.0	$34.5	$35.0	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$9,475	$11,050	$10,800	$12,075
BONUS	15	138	999	400	1,000
TOTAL COMPENSATION	42	9,573	11,407	11,175	12,375
AGE	40	25	27	27	29
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	41	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	38	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	7	6	11
ASSET SIZE (MILLIONS)	42	$32.0	$34.2	$33.5	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	313	$17,204	$20,411	$20,100	$23,400
BONUS	175	900	2,201	1,719	2,880
TOTAL COMPENSATION	313	18,000	21,641	20,991	24,500
AGE	307	35	43	42	50
YEARS OF EDUCATION	309	12	14	14	16
YEARS WITH PRESENT BANK	308	6	13	10	18
YEARS IN POSITION	302	2	6	4	8
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	299	14	24	21	33
ASSET SIZE (MILLIONS)	313	$31.1	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$12,063	$15,813	$15,100	$18,000
BONUS	43	496	1,573	1,100	1,734
TOTAL COMPENSATION	80	12,518	16,659	16,025	18,999
AGE	79	34	44	43	52
YEARS OF EDUCATION	80	12	14	14	16
YEARS WITH PRESENT BANK	79	7	12	11	15
YEARS IN POSITION	78	2	4	3	6
REPORTING LEVEL	76	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	4	18	12	29
ASSET SIZE (MILLIONS)	80	$32.0	$34.5	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$15,000	$20,190	$19,710	$24,363
BONUS	39	1,000	2,272	1,700	3,000
TOTAL COMPENSATION	58	16,528	21,718	21,100	25,751
AGE	55	34	45	45	54
YEARS OF EDUCATION	55	13	15	16	16
YEARS WITH PRESENT BANK	55	6	13	8	18
YEARS IN POSITION	54	3	6	5	8
REPORTING LEVEL	56	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	4	2	3
ASSET SIZE (MILLIONS)	58	$32.0	$34.6	$35.0	$37.5

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $40 TO $49 MILLION

Of the 3,203 banks submitting data for the national survey results, 358 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	357	$37,500	$43,556	$42,600	$48,000
BONUS	213	2,910	6,894	4,635	8,536
TOTAL COMPENSATION	357	40,000	47,669	45,680	52,050
AGE	347	46	52	52	58
YEARS OF EDUCATION	351	14	15	16	16
YEARS WITH PRESENT BANK	350	8	17	14	24
YEARS IN POSITION	347	4	9	8	12
REPORTING LEVEL	357	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	340	40	53	51	65
ASSET SIZE (MILLIONS)	357	$42.0	$45.1	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	304	$26,400	$30,913	$30,000	$34,230
BONUS	171	2,000	3,919	3,000	5,000
TOTAL COMPENSATION	304	27,796	33,117	32,094	37,000
AGE	299	41	48	47	54
YEARS OF EDUCATION	297	13	15	16	16
YEARS WITH PRESENT BANK	300	6	15	14	22
YEARS IN POSITION	295	2	6	5	8
REPORTING LEVEL	288	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	281	10	34	33	50
ASSET SIZE (MILLIONS)	304	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$16,000	$19,905	$19,000	$22,500
BONUS	47	1,023	2,144	1,650	2,471
TOTAL COMPENSATION	91	17,000	21,013	19,910	24,000
AGE	88	34	43	41	49
YEARS OF EDUCATION	89	12	14	14	16
YEARS WITH PRESENT BANK	90	4	10	8	14
YEARS IN POSITION	87	2	5	4	6
REPORTING LEVEL	90	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	87	9	14	11	16
ASSET SIZE (MILLIONS)	91	$42.0	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$11,500	$14,554	$14,000	$17,420
BONUS	92	596	1,311	1,180	1,718
TOTAL COMPENSATION	183	11,700	15,213	14,800	18,394
AGE	177	33	41	40	48
YEARS OF EDUCATION	180	12	13	12	14
YEARS WITH PRESENT BANK	179	5	11	9	15
YEARS IN POSITION	173	2	4	3	6
REPORTING LEVEL	177	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	172	3	5	5	6
ASSET SIZE (MILLIONS)	183	$42.0	$45.4	$45.8	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,290	$18,223	$18,000	$22,000
BONUS	56	500	1,239	1,000	1,770
TOTAL COMPENSATION	121	14,300	18,796	18,692	22,500
AGE	116	35	44	42	53
YEARS OF EDUCATION	118	12	14	14	16
YEARS WITH PRESENT BANK	120	3	9	7	12
YEARS IN POSITION	119	2	4	3	6
REPORTING LEVEL	113	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	67	1	6	2	5
ASSET SIZE (MILLIONS)	121	$42.7	$45.7	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$20,015	$24,357	$24,000	$27,648
BONUS	98	948	2,328	1,953	3,288
TOTAL COMPENSATION	198	21,313	25,510	25,000	29,181
AGE	191	34	41	39	47
YEARS OF EDUCATION	191	14	15	16	16
YEARS WITH PRESENT BANK	192	3	9	7	13
YEARS IN POSITION	185	2	5	4	6
REPORTING LEVEL	187	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	158	2	8	5	10
ASSET SIZE (MILLIONS)	198	$42.4	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	99	$13,500	$16,099	$15,500	$19,100
BONUS	50	375	1,024	740	1,275
TOTAL COMPENSATION	99	13,700	16,616	16,000	19,300
AGE	94	30	36	33	40
YEARS OF EDUCATION	96	12	15	16	16
YEARS WITH PRESENT BANK	96	3	7	5	8
YEARS IN POSITION	92	2	3	2	4
REPORTING LEVEL	94	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	2	4
ASSET SIZE (MILLIONS)	99	$41.0	$45.1	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	124	$15,063	$19,023	$18,900	$22,242
BONUS	63	750	1,503	1,350	1,875
TOTAL COMPENSATION	124	15,775	19,786	19,493	23,150
AGE	121	32	42	40	50
YEARS OF EDUCATION	123	12	15	15	16
YEARS WITH PRESENT BANK	123	5	12	10	17
YEARS IN POSITION	119	2	5	3	7
REPORTING LEVEL	118	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	11	4	10
ASSET SIZE (MILLIONS)	124	$42.4	$45.8	$46.6	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	156	$9,600	$11,907	$11,470	$13,795
BONUS	64	318	865	775	1,245
TOTAL COMPENSATION	156	10,000	12,262	11,525	14,296
AGE	151	27	35	31	39
YEARS OF EDUCATION	150	12	14	13	15
YEARS WITH PRESENT BANK	152	2	5	3	5
YEARS IN POSITION	150	2	3	2	3
REPORTING LEVEL	147	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	59	1	2	1	2
ASSET SIZE (MILLIONS)	156	$43.6	$45.9	$47.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	279	$16,080	$19,066	$18,700	$21,600
BONUS	146	815	1,694	1,357	2,333
TOTAL COMPENSATION	279	17,000	19,953	19,500	22,450
AGE	271	33	41	39	46
YEARS OF EDUCATION	268	12	14	14	16
YEARS WITH PRESENT BANK	274	5	10	8	12
YEARS IN POSITION	267	2	6	4	7
REPORTING LEVEL	266	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	233	3	6	5	6
ASSET SIZE (MILLIONS)	279	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	226	$12,038	$13,933	$13,680	$15,425
BONUS	109	500	1,011	1,000	1,400
TOTAL COMPENSATION	226	12,500	14,420	14,000	16,000
AGE	222	29	35	33	38
YEARS OF EDUCATION	222	12	14	14	16
YEARS WITH PRESENT BANK	224	3	7	6	10
YEARS IN POSITION	217	2	3	3	4
REPORTING LEVEL	216	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	124	1	3	2	4
ASSET SIZE (MILLIONS)	226	$42.0	$45.3	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	199	$12,400	$15,059	$14,400	$17,000
BONUS	105	500	1,295	1,000	1,600
TOTAL COMPENSATION	199	13,000	15,742	15,000	17,600
AGE	195	31	40	39	48
YEARS OF EDUCATION	194	12	14	14	16
YEARS WITH PRESENT BANK	198	4	10	8	13
YEARS IN POSITION	194	2	4	3	5
REPORTING LEVEL	173	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	1	7	1	3
ASSET SIZE (MILLIONS)	199	$42.0	$45.4	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	202	$16,400	$19,677	$18,650	$23,000
BONUS	107	964	1,839	1,580	2,400
TOTAL COMPENSATION	202	17,008	20,651	20,173	24,000
AGE	200	34	42	41	48
YEARS OF EDUCATION	199	12	14	14	16
YEARS WITH PRESENT BANK	201	4	11	8	15
YEARS IN POSITION	195	2	5	4	7
REPORTING LEVEL	195	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	133	2	6	4	8
ASSET SIZE (MILLIONS)	202	$42.0	$45.1	$45.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	151	$15,000	$19,396	$19,260	$22,645
BONUS	80	725	1,611	1,228	2,250
TOTAL COMPENSATION	151	16,400	20,250	19,600	23,250
AGE	148	34	43	42	51
YEARS OF EDUCATION	149	12	14	14	16
YEARS WITH PRESENT BANK	150	4	11	8	15
YEARS IN POSITION	145	2	5	4	7
REPORTING LEVEL	146	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	111	1	4	2	3
ASSET SIZE (MILLIONS)	151	$42.0	$45.6	$46.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$9,500	$11,045	$10,800	$12,000
BONUS	21	160	685	500	1,042
TOTAL COMPENSATION	55	9,600	11,307	11,000	12,563
AGE	52	25	28	27	29
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	53	2	3	2	4
YEARS IN POSITION	53	1	2	2	2
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	2	5	2	10
ASSET SIZE (MILLIONS)	55	$41.4	$44.7	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	309	$18,330	$22,448	$21,120	$24,948
BONUS	167	1,080	2,153	1,760	2,695
TOTAL COMPENSATION	309	19,325	23,612	22,400	26,450
AGE	305	36	43	43	50
YEARS OF EDUCATION	304	12	14	14	16
YEARS WITH PRESENT BANK	306	6	13	11	20
YEARS IN POSITION	297	2	6	4	8
REPORTING LEVEL	299	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	291	16	31	29	41
ASSET SIZE (MILLIONS)	309	$42.0	$45.0	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	140	$13,000	$16,069	$15,125	$18,150
BONUS	62	611	1,426	1,145	1,800
TOTAL COMPENSATION	140	13,500	16,701	16,000	18,612
AGE	138	33	42	40	50
YEARS OF EDUCATION	136	12	14	14	16
YEARS WITH PRESENT BANK	138	6	12	9	16
YEARS IN POSITION	137	2	4	3	5
REPORTING LEVEL	135	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	107	3	20	9	28
ASSET SIZE (MILLIONS)	140	$44.0	$46.0	$47.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	100	$16,425	$20,715	$20,735	$24,000
BONUS	55	1,000	1,931	1,667	2,683
TOTAL COMPENSATION	100	17,000	21,777	21,570	25,075
AGE	98	37	45	44	53
YEARS OF EDUCATION	99	13	15	16	16
YEARS WITH PRESENT BANK	98	3	12	8	16
YEARS IN POSITION	96	2	6	4	8
REPORTING LEVEL	96	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	84	1	3	2	3
ASSET SIZE (MILLIONS)	100	$42.0	$45.5	$46.0	$49.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $50 TO $99 MILLION

Of the 3,203 banks submitting data for the national survey results, 431 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Correspondent Bank Officer
Top International Banking Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	425	$42,450	$50,226	$49,000	$55,256
BONUS	220	3,639	8,477	5,375	10,000
TOTAL COMPENSATION	425	45,000	54,613	52,200	61,000
AGE	418	46	53	54	59
YEARS OF EDUCATION	410	14	15	16	16
YEARS WITH PRESENT BANK	419	8	18	16	26
YEARS IN POSITION	414	4	9	7	12
REPORTING LEVEL	424	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	407	65	85	83	102
ASSET SIZE (MILLIONS)	425	$62.0	$72.8	$72.2	$83.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	350	$30,000	$35,531	$34,000	$39,375
BONUS	168	2,246	4,796	3,425	5,682
TOTAL COMPENSATION	350	31,275	37,833	35,620	42,106
AGE	345	42	49	48	56
YEARS OF EDUCATION	339	13	15	16	16
YEARS WITH PRESENT BANK	346	7	17	15	26
YEARS IN POSITION	335	2	6	4	7
REPORTING LEVEL	332	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	321	15	55	59	84
ASSET SIZE (MILLIONS)	350	$60.7	$71.9	$70.9	$82.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	146	$20,225	$26,646	$26,500	$30,500
BONUS	58	1,435	2,711	2,150	3,456
TOTAL COMPENSATION	146	21,981	27,723	27,000	31,275
AGE	143	38	46	46	54
YEARS OF EDUCATION	144	12	14	15	16
YEARS WITH PRESENT BANK	145	7	15	14	23
YEARS IN POSITION	142	2	5	4	7
REPORTING LEVEL	143	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	138	7	43	38	69
ASSET SIZE (MILLIONS)	146	$62.9	$75.3	$77.2	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	38	$15,383	$18,741	$17,850	$20,750
BONUS	13	893	1,231	1,218	1,695
TOTAL COMPENSATION	38	15,460	19,162	18,103	22,001
AGE	38	34	43	42	50
YEARS OF EDUCATION	36	12	14	14	16
YEARS WITH PRESENT BANK	38	6	11	11	14
YEARS IN POSITION	37	3	6	5	7
REPORTING LEVEL	37	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	20	1	9	1	3
ASSET SIZE (MILLIONS)	38	$62.1	$75.1	$72.8	$89.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$20,750	$26,932	[illegible]	$31,570
BONUS	17	1,435	2,144	[illegible]	2,967
TOTAL COMPENSATION	43	21,318	27,780	25,465	32,000
AGE	42	37	47	45	58
YEARS OF EDUCATION	37	13	15	16	16
YEARS WITH PRESENT BANK	42	8	18	14	24
YEARS IN POSITION	40	3	7	5	10
REPORTING LEVEL	40	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	30	1	26	3	34
ASSET SIZE (MILLIONS)	43	$67.8	$78.9	$80.0	$89.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,713	$21,468	$16,430	$29,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12,713	21,968	17,929	29,125
AGE	6	39	45	43	52
YEARS OF EDUCATION	5	13	15	16	16
YEARS WITH PRESENT BANK	6	6	12	12	17
YEARS IN POSITION	6	3	4	5	6
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$71.4	$78.5	$77.5	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	64	$18,250	$21,621	$21,000	$25,325
BONUS	21	675	1,629	1,000	2,082
TOTAL COMPENSATION	64	19,050	22,156	21,100	25,325
AGE	61	36	43	43	50
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	6	13	10	19
YEARS IN POSITION	60	2	3	3	4
REPORTING LEVEL	61	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	11	41	28	47
ASSET SIZE (MILLIONS)	64	$60.1	$72.9	$76.0	$82.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$18,125	$21,366	$21,373	$25,000
BONUS	32	1,000	2,442	1,494	2,062
TOTAL COMPENSATION	62	18,950	22,627	21,550	25,559
AGE	60	36	43	42	51
YEARS OF EDUCATION	60	12	14	14	16
YEARS WITH PRESENT BANK	60	6	12	8	16
YEARS IN POSITION	60	2	6	5	7
REPORTING LEVEL	59	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	10	25
ASSET SIZE (MILLIONS)	62	$60.0	$72.6	$74.6	$82.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	147	$14,900	$17,763	$17,520	$20,330
BONUS	69	710	1,817	1,296	2,171
TOTAL COMPENSATION	147	15,000	18,616	17,983	21,000
AGE	146	33	41	39	49
YEARS OF EDUCATION	142	12	14	13	16
YEARS WITH PRESENT BANK	146	5	11	9	16
YEARS IN POSITION	145	2	5	4	6
REPORTING LEVEL	140	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	140	7	12	11	15
ASSET SIZE (MILLIONS)	147	$63.7	$75.3	$77.8	$86.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	249	$12,450	$14,923	$14,560	$16,987
BONUS	97	567	1,130	949	1,390
TOTAL COMPENSATION	249	12,747	15,363	15,132	17,350
AGE	244	33	42	40	49
YEARS OF EDUCATION	240	12	13	12	15
YEARS WITH PRESENT BANK	246	6	11	9	16
YEARS IN POSITION	241	2	4	3	5
REPORTING LEVEL	238	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	235	4	6	5	7
ASSET SIZE (MILLIONS)	249	$61.7	$73.5	$74.2	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$16,704	$23,703	$23,500	$28,000
BONUS	17	625	1,647	1,500	2,150
TOTAL COMPENSATION	47	17,500	24,298	24,500	28,000
AGE	46	35	44	43	52
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	47	3	9	7	10
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	33	1	8	2	6
ASSET SIZE (MILLIONS)	47	$66.0	$75.4	$77.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,100	$18,052	$16,022	$18,930
BONUS	12	828	2,419	1,123	3,091
TOTAL COMPENSATION	36	14,100	18,859	16,022	21,130
AGE	35	35	44	43	52
YEARS OF EDUCATION	35	12	14	14	16
YEARS WITH PRESENT BANK	36	4	9	9	12
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	1	12	2	4
ASSET SIZE (MILLIONS)	36	$67.5	$76.4	$79.5	$83.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	71	$12,000	$15,918	$14,280	$20,189
BONUS	25	703	1,291	1,200	1,968
TOTAL COMPENSATION	71	12,100	16,372	14,400	20,410
AGE	71	29	39	35	45
YEARS OF EDUCATION	69	14	15	16	16
YEARS WITH PRESENT BANK	71	4	9	6	11
YEARS IN POSITION	69	2	4	3	4
REPORTING LEVEL	67	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	58	1	4	3	5
ASSET SIZE (MILLIONS)	71	$70.0	$78.6	$80.0	$87.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$22,800	$26,643	$26,415	$30,240
BONUS	72	1,349	2,594	2,173	3,293
TOTAL COMPENSATION	198	23,425	27,587	27,215	32,500
AGE	195	36	43	42	48
YEARS OF EDUCATION	189	14	15	16	16
YEARS WITH PRESENT BANK	197	5	12	10	16
YEARS IN POSITION	193	2	5	3	6
REPORTING LEVEL	194	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	185	4	9	6	10
ASSET SIZE (MILLIONS)	198	$65.8	$75.5	$75.3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	272	$18,000	$21,989	$21,450	$24,938
BONUS	99	854	2,073	1,500	2,450
TOTAL COMPENSATION	272	18,725	22,743	22,000	25,877
AGE	268	34	43	41	50
YEARS OF EDUCATION	263	13	15	16	16
YEARS WITH PRESENT BANK	270	4	11	8	15
YEARS IN POSITION	261	2	5	4	6
REPORTING LEVEL	267	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	1	6	3	5
ASSET SIZE (MILLIONS)	272	$64.0	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$14,020	$16,079	$15,900	$18,000
BONUS	41	524	1,185	1,000	1,510
TOTAL COMPENSATION	129	14,400	16,456	16,215	18,254
AGE	127	30	35	33	38
YEARS OF EDUCATION	124	13	15	16	16
YEARS WITH PRESENT BANK	127	3	8	6	9
YEARS IN POSITION	125	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	52	1	5	1	3
ASSET SIZE (MILLIONS)	129	$67.1	$77.1	$78.0	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$16,200	$20,723	$19,900	$24,313
BONUS	41	759	1,793	1,500	2,620
TOTAL COMPENSATION	88	16,220	21,558	21,400	25,122
AGE	87	31	37	35	42
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	4	9	7	11
YEARS IN POSITION	85	2	5	4	7
REPORTING LEVEL	86	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	84	4	11	8	15
ASSET SIZE (MILLIONS)	88	$65.5	$76.3	$77.1	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	239	$21,988	$26,924	$26,000	$30,216
BONUS	102	1,275	3,362	2,467	4,213
TOTAL COMPENSATION	239	23,000	28,359	26,820	31,921
AGE	234	36	44	42	51
YEARS OF EDUCATION	229	14	15	16	16
YEARS WITH PRESENT BANK	237	5	13	11	18
YEARS IN POSITION	232	2	5	4	7
REPORTING LEVEL	233	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	220	3	23	8	35
ASSET SIZE (MILLIONS)	239	$62.0	$73.9	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	168	$10,800	$13,007	$12,385	$15,000
BONUS	52	400	878	711	1,015
TOTAL COMPENSATION	168	10,985	13,279	12,575	15,000
AGE	165	29	37	33	43
YEARS OF EDUCATION	160	12	14	13	16
YEARS WITH PRESENT BANK	166	2	5	4	6
YEARS IN POSITION	158	2	3	2	4
REPORTING LEVEL	162	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	168	$63.6	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	318	$17,500	$20,970	$20,400	$24,100
BONUS	132	951	2,071	1,500	2,483
TOTAL COMPENSATION	318	18,370	21,829	21,000	24,575
AGE	316	36	43	42	50
YEARS OF EDUCATION	308	12	14	14	16
YEARS WITH PRESENT BANK	317	5	12	10	16
YEARS IN POSITION	310	2	6	4	8
REPORTING LEVEL	310	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	302	4	8	6	9
ASSET SIZE (MILLIONS)	318	$63.2	$73.5	$72.8	$84.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	330	$13,500	$16,130	$15,500	$17,681
BONUS	121	582	1,329	1,000	1,793
TOTAL COMPENSATION	330	13,991	16,618	15,838	18,279
AGE	326	31	39	37	46
YEARS OF EDUCATION	320	12	14	14	16
YEARS WITH PRESENT BANK	327	4	10	8	13
YEARS IN POSITION	320	2	5	3	6
REPORTING LEVEL	321	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	2	6	3	6
ASSET SIZE (MILLIONS)	330	$62.0	$73.9	$73.7	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	297	$13,500	$16,493	$16,100	$19,000
BONUS	114	596	1,428	1,188	1,643
TOTAL COMPENSATION	297	13,831	17,041	16,650	19,618
AGE	292	32	40	37	47
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	293	3	10	7	13
YEARS IN POSITION	288	2	5	3	6
REPORTING LEVEL	254	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	195	1	4	1	2
ASSET SIZE (MILLIONS)	297	$62.0	$72.8	$72.2	$82.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	78	$15,975	$21,346	$21,115	$26,825
BONUS	28	841	2,344	1,555	2,702
TOTAL COMPENSATION	78	16,500	22,187	21,250	27,000
AGE	75	33	41	40	48
YEARS OF EDUCATION	74	12	15	16	16
YEARS WITH PRESENT BANK	75	3	8	6	13
YEARS IN POSITION	75	2	3	3	4
REPORTING LEVEL	72	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	53	3	9	5	10
ASSET SIZE (MILLIONS)	78	$63.8	$75.9	$77.4	$86.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	164	$14,800	$18,886	$18,280	$22,440
BONUS	60	652	1,371	1,192	1,987
TOTAL COMPENSATION	164	15,352	19,388	18,661	23,250
AGE	162	32	40	36	47
YEARS OF EDUCATION	159	13	15	16	16
YEARS WITH PRESENT BANK	162	4	9	7	12
YEARS IN POSITION	159	2	4	3	6
REPORTING LEVEL	159	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	164	$63.2	$74.8	$76.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	167	$19,000	$22,284	$21,600	$25,850
BONUS	59	840	2,227	1,940	2,865
TOTAL COMPENSATION	167	19,350	23,071	22,400	26,500
AGE	163	36	45	45	53
YEARS OF EDUCATION	161	12	14	14	16
YEARS WITH PRESENT BANK	164	6	14	12	21
YEARS IN POSITION	163	3	6	4	8
REPORTING LEVEL	161	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	149	2	6	3	4
ASSET SIZE (MILLIONS)	167	$63.9	$74.4	$73.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	143	$16,000	$19,555	$19,000	$22,500
BONUS	59	500	1,577	1,069	2,000
TOTAL COMPENSATION	143	16,200	20,206	19,431	23,500
AGE	142	35	44	44	53
YEARS OF EDUCATION	138	12	14	14	16
YEARS WITH PRESENT BANK	142	5	14	11	21
YEARS IN POSITION	139	2	5	3	6
REPORTING LEVEL	139	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	96	1	4	2	4
ASSET SIZE (MILLIONS)	143	$62.0	$74.2	$72.9	$87.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$11,960	$14,791	$14,980	$17,000
BONUS	19	600	1,201	1,046	1,530
TOTAL COMPENSATION	55	12,000	15,206	15,000	17,730
AGE	54	30	38	37	49
YEARS OF EDUCATION	53	12	14	13	16
YEARS WITH PRESENT BANK	54	4	9	7	12
YEARS IN POSITION	53	2	3	2	4
REPORTING LEVEL	52	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	1	9	2	3
ASSET SIZE (MILLIONS)	55	$70.0	$77.9	$78.0	$88.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	145	$10,500	$12,700	$12,000	$14,550
BONUS	49	474	1,001	833	1,200
TOTAL COMPENSATION	145	10,745	13,039	12,456	14,763
AGE	142	35	45	46	54
YEARS OF EDUCATION	139	12	13	12	12
YEARS WITH PRESENT BANK	143	8	15	14	21
YEARS IN POSITION	141	2	4	3	5
REPORTING LEVEL	139	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	103	3	9	5	9
ASSET SIZE (MILLIONS)	145	$62.4	$73.6	$74.0	$82.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$10,200	$11,258	$11,500	$12,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	10,400	11,490	11,950	12,500
AGE	12	24	27	26	28
YEARS OF EDUCATION	12	17	17	18	18
YEARS WITH PRESENT BANK	12	2	2	2	3
YEARS IN POSITION	12	1	2	2	2
REPORTING LEVEL	12	5	4	5	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	12	$68.7	$81.4	$85.8	$89.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	90	$9,371	$10,627	$10,710	$12,000
BONUS	20	313	693	626	917
TOTAL COMPENSATION	90	9,500	10,781	10,800	12,000
AGE	88	24	26	26	28
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	90	2	2	2	3
YEARS IN POSITION	90	1	2	2	2
REPORTING LEVEL	86	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	3	11	12	15
ASSET SIZE (MILLIONS)	90	$64.0	$75.5	$78.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	316	$18,000	$22,629	$22,000	$25,733
BONUS	128	999	2,214	1,801	2,970
TOTAL COMPENSATION	316	18,610	23,526	22,900	27,190
AGE	310	36	42	41	49
YEARS OF EDUCATION	305	12	14	14	16
YEARS WITH PRESENT BANK	313	6	14	12	21
YEARS IN POSITION	306	2	5	4	6
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	298	18	40	35	55
ASSET SIZE (MILLIONS)	316	$62.1	$73.5	$72.9	$83.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$16,275	$19,538	$18,660	$22,388
BONUS	13	362	1,300	1,300	2,249
TOTAL COMPENSATION	46	16,275	19,906	19,073	23,563
AGE	45	38	46	43	55
YEARS OF EDUCATION	45	12	13	12	14
YEARS WITH PRESENT BANK	45	6	14	12	20
YEARS IN POSITION	43	2	4	2	5
REPORTING LEVEL	43	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	41	6	9	8	12
ASSET SIZE (MILLIONS)	46	$69.5	$78.0	$78.0	$85.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$12,000	$15,064	$14,500	$16,800
BONUS	22	1,000	1,633	1,756	1,974
TOTAL COMPENSATION	67	13,100	15,600	14,900	17,784
AGE	64	32	43	43	54
YEARS OF EDUCATION	63	12	13	12	16
YEARS WITH PRESENT BANK	65	5	14	13	21
YEARS IN POSITION	64	2	5	4	6
REPORTING LEVEL	65	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	2	7	4	8
ASSET SIZE (MILLIONS)	67	$65.0	$75.5	$77.3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$13,500	$17,316	$16,200	$19,980
BONUS	68	601	1,583	1,030	2,177
TOTAL COMPENSATION	207	13,600	17,836	16,980	20,040
AGE	204	36	45	45	54
YEARS OF EDUCATION	202	12	14	13	16
YEARS WITH PRESENT BANK	204	5	14	10	19
YEARS IN POSITION	202	2	4	3	5
REPORTING LEVEL	199	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	154	1	18	3	24
ASSET SIZE (MILLIONS)	207	$65.0	$76.4	$77.4	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$19,670	$26,479	$22,500	$35,047
BONUS	8	1,167	1,919	1,629	2,100
TOTAL COMPENSATION	20	21,354	27,247	24,300	36,175
AGE	20	35	43	41	53
YEARS OF EDUCATION	20	14	15	16	16
YEARS WITH PRESENT BANK	20	7	12	11	16
YEARS IN POSITION	20	3	5	5	7
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	2	41	9	96
ASSET SIZE (MILLIONS)	20	$68.1	$79.5	$80.0	$88.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$13,100	$17,160	$16,500	$21,000
BONUS	38	595	1,584	1,045	1,938
TOTAL COMPENSATION	93	13,790	17,808	16,555	21,250
AGE	90	34	44	45	55
YEARS OF EDUCATION	87	12	14	13	16
YEARS WITH PRESENT BANK	92	5	15	11	23
YEARS IN POSITION	89	2	4	3	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	53	3	20	5	20
ASSET SIZE (MILLIONS)	93	$65.0	$75.6	$76.6	$84.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$10,625	$14,258	$13,912	$15,960
BONUS	9	175	1,028	582	1,941
TOTAL COMPENSATION	24	11,050	14,643	13,928	15,960
AGE	23	38	46	51	53
YEARS OF EDUCATION	23	12	13	12	14
YEARS WITH PRESENT BANK	23	6	14	12	23
YEARS IN POSITION	21	2	3	2	3
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	5	21	8	14
ASSET SIZE (MILLIONS)	24	$68.3	$79.2	$80.6	$92.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	216	$21,300	$26,653	$25,850	$31,000
BONUS	84	1,000	2,538	1,695	2,950
TOTAL COMPENSATION	216	21,800	27,640	26,850	31,826
AGE	213	37	45	44	52
YEARS OF EDUCATION	207	16	16	16	18
YEARS WITH PRESENT BANK	215	4	10	8	14
YEARS IN POSITION	210	3	6	5	9
REPORTING LEVEL	210	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	206	2	5	3	5
ASSET SIZE (MILLIONS)	216	$64.0	$75.0	$75.0	$85.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	111	$12,000	$15,308	$14,750	$18,280
BONUS	39	699	1,152	1,000	1,575
TOTAL COMPENSATION	111	12,200	15,713	14,900	18,512
AGE	110	34	41	40	48
YEARS OF EDUCATION	107	12	14	13	16
YEARS WITH PRESENT BANK	111	6	12	9	15
YEARS IN POSITION	110	2	4	4	6
REPORTING LEVEL	106	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	93	2	3	3	4
ASSET SIZE (MILLIONS)	111	$65.0	$76.2	$77.0	$86.9

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $100 TO $249 MILLION

Of the 3,203 banks submitting data for the national survey results, 355 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	354	$54,000	$64,786	$62,750	$74,991
BONUS	182	4,156	10,624	7,500	14,087
TOTAL COMPENSATION	354	57,000	70,248	68,824	79,200
AGE	351	47	53	53	60
YEARS OF EDUCATION	343	16	16	16	17
YEARS WITH PRESENT BANK	352	8	18	16	25
YEARS IN POSITION	346	4	8	6	11
REPORTING LEVEL	354	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	334	120	177	164	217
ASSET SIZE (MILLIONS)	354	$112.3	$149.8	$137.0	$180.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	299	$37,800	$45,191	$44,000	$52,000
BONUS	146	2,500	6,359	4,500	8,848
TOTAL COMPENSATION	299	39,000	48,296	46,000	55,999
AGE	297	42	49	48	55
YEARS OF EDUCATION	289	14	16	16	16
YEARS WITH PRESENT BANK	298	6	16	12	23
YEARS IN POSITION	292	3	5	4	7
REPORTING LEVEL	291	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	277	31	123	109	177
ASSET SIZE (MILLIONS)	299	$115.1	$151.2	$140.0	$181.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$26,000	$32,701	$30,430	$37,275
BONUS	53	1,487	3,165	2,616	3,486
TOTAL COMPENSATION	128	26,643	34,012	32,300	38,804
AGE	127	38	45	44	50
YEARS OF EDUCATION	125	14	15	16	16
YEARS WITH PRESENT BANK	128	6	14	11	21
YEARS IN POSITION	123	2	5	4	7
REPORTING LEVEL	126	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	119	10	61	40	87
ASSET SIZE (MILLIONS)	128	$115.3	$150.5	$138.1	$180.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	60	$13,200	$18,502	$17,700	$21,500
BONUS	23	739	1,212	1,100	2,143
TOTAL COMPENSATION	60	13,700	18,966	19,013	22,224
AGE	57	35	43	40	51
YEARS OF EDUCATION	58	14	15	16	16
YEARS WITH PRESENT BANK	59	3	10	8	15
YEARS IN POSITION	59	2	4	4	6
REPORTING LEVEL	58	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	2	2	3
ASSET SIZE (MILLIONS)	60	$127.1	$156.2	$145.1	$191.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	109	$23,930	$29,445	$27,792	$34,300
BONUS	36	1,264	2,548	1,855	3,263
TOTAL COMPENSATION	109	24,050	30,286	28,310	35,900
AGE	109	35	45	43	53
YEARS OF EDUCATION	108	14	15	16	17
YEARS WITH PRESENT BANK	109	6	13	10	18
YEARS IN POSITION	109	3	5	5	7
REPORTING LEVEL	99	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	82	1	9	3	4
ASSET SIZE (MILLIONS)	109	$114.5	$159.7	$150.0	$203.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$13,250	$31,027	$31,850	$48,825
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	13,598	33,055	36,400	50,255
AGE	12	36	50	52	63
YEARS OF EDUCATION	12	12	15	16	16
YEARS WITH PRESENT BANK	12	7	19	15	28
YEARS IN POSITION	12	3	5	5	6
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	2	11	4	7
ASSET SIZE (MILLIONS)	12	$111.2	$143.9	$128.6	$174.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$20,546	$25,872	$25,000	$29,000
BONUS	43	1,162	2,321	1,900	3,260
TOTAL COMPENSATION	129	20,792	26,646	25,500	30,781
AGE	128	38	44	43	50
YEARS OF EDUCATION	129	12	14	14	16
YEARS WITH PRESENT BANK	129	8	15	14	21
YEARS IN POSITION	127	2	4	3	6
REPORTING LEVEL	127	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	128	26	79	61	106
ASSET SIZE (MILLIONS)	129	$125.2	$158.9	$152.8	$191.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$18,500	$23,624	$23,000	$28,890
BONUS	25	565	2,343	1,500	2,340
TOTAL COMPENSATION	73	18,700	24,426	23,201	29,632
AGE	71	37	45	46	51
YEARS OF EDUCATION	71	12	14	15	16
YEARS WITH PRESENT BANK	71	6	14	11	20
YEARS IN POSITION	71	2	5	3	6
REPORTING LEVEL	71	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	71	12	27	20	39
ASSET SIZE (MILLIONS)	73	$116.2	$152.6	$142.0	$177.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	196	$17,000	$20,264	$19,500	$23,000
BONUS	65	773	1,910	1,341	2,284
TOTAL COMPENSATION	196	17,095	20,898	19,963	23,490
AGE	195	36	43	41	50
YEARS OF EDUCATION	193	12	14	14	16
YEARS WITH PRESENT BANK	194	7	14	11	21
YEARS IN POSITION	190	2	5	4	8
REPORTING LEVEL	192	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	194	10	14	12	17
ASSET SIZE (MILLIONS)	196	$117.3	$154.5	$143.5	$184.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	233	$14,000	$16,591	$16,000	$18,118
BONUS	75	610	1,280	1,077	1,700
TOTAL COMPENSATION	233	14,050	17,003	16,500	18,792
AGE	226	33	41	40	48
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	228	7	12	10	16
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	225	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	228	5	7	6	8
ASSET SIZE (MILLIONS)	233	$117.2	$152.7	$143.0	$182.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$18,500	$24,313	$24,000	$29,600
BONUS	27	500	1,457	1,624	2,000
TOTAL COMPENSATION	87	18,500	24,766	24,600	29,600
AGE	82	39	48	48	56
YEARS OF EDUCATION	87	14	15	16	16
YEARS WITH PRESENT BANK	87	3	10	7	13
YEARS IN POSITION	86	2	4	3	5
REPORTING LEVEL	86	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	63	1	4	2	3
ASSET SIZE (MILLIONS)	87	$125.0	$163.6	$157.0	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$14,700	$18,897	$18,600	$22,750
BONUS	27	456	1,832	1,075	1,800
TOTAL COMPENSATION	87	14,900	19,466	19,025	23,624
AGE	86	36	49	49	60
YEARS OF EDUCATION	84	13	15	15	16
YEARS WITH PRESENT BANK	86	3	10	7	13
YEARS IN POSITION	82	2	4	3	6
REPORTING LEVEL	84	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	1	4	I	3
ASSET SIZE (MILLIONS)	87	$125.0	$161.9	$152.3	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	136	$13,825	$17,175	$16,125	$19,000
BONUS	45	777	1,565	1,150	1,844
TOTAL COMPENSATION	136	14,000	17,693	16,500	19,975
AGE	134	31	38	35	45
YEARS OF EDUCATION	133	14	15	16	16
YEARS WITH PRESENT BANK	136	3	8	7	10
YEARS IN POSITION	134	2	4	3	5
REPORTING LEVEL	134	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	127	2	5	4	6
ASSET SIZE (MILLIONS)	136	$124.3	$160.1	$152.6	$195.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	245	$25,500	$30,278	$30,000	$35,000
BONUS	102	1,738	3,036	2,500	3,647
TOTAL COMPENSATION	245	26,200	31,542	31,500	37,339
AGE	244	37	44	42	50
YEARS OF EDUCATION	240	14	15	16	16
YEARS WITH PRESENT BANK	243	5	13	10	18
YEARS IN POSITION	242	2	5	4	6
REPORTING LEVEL	239	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	239	5	11	8	14
ASSET SIZE (MILLIONS)	245	$115.0	$152.5	$144.5	$182.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	285	$20,000	$23,573	$23,200	$26,950
BONUS	97	983	1,983	1,600	2,500
TOTAL COMPENSATION	285	20,000	24,248	24,000	27,731
AGE	281	34	42	39	49
YEARS OF EDUCATION	277	14	15	16	16
YEARS WITH PRESENT BANK	283	4	11	9	16
YEARS IN POSITION	277	2	5	4	6
REPORTING LEVEL	274	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	171	1	5	2	6
ASSET SIZE (MILLIONS)	285	$114.5	$152.4	$143.0	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	181	$14,300	$16,978	$16,400	$19,000
BONUS	57	510	1,171	1,200	1,670
TOTAL COMPENSATION	181	14,511	17,346	16,850	19,300
AGE	180	29	34	32	36
YEARS OF EDUCATION	177	14	15	16	16
YEARS WITH PRESENT BANK	180	3	7	6	9
YEARS IN POSITION	177	2	3	2	3
REPORTING LEVEL	173	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	72	1	2	1	4
ASSET SIZE (MILLIONS)	181	$115.8	$153.7	$146.5	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$20,720	$27,023	$25,700	$31,675
BONUS	16	1,500	2,831	2,354	4,200
TOTAL COMPENSATION	54	20,720	27,862	25,975	33,571
AGE	54	35	45	44	54
YEARS OF EDUCATION	53	14	15	16	16
YEARS WITH PRESENT BANK	54	4	14	9	20
YEARS IN POSITION	54	3	6	4	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	6	3	4
ASSET SIZE (MILLIONS)	54	$130.7	$173.7	$184.0	$213.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	163	$20,000	$24,545	$24,000	$28,080
BONUS	62	990	1,973	1,725	2,525
TOTAL COMPENSATION	163	20,328	25,296	24,989	30,000
AGE	163	35	40	39	44
YEARS OF EDUCATION	161	14	15	14	16
YEARS WITH PRESENT BANK	163	5	11	9	14
YEARS IN POSITION	159	2	5	4	7
REPORTING LEVEL	162	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	8	20	15	26
ASSET SIZE (MILLIONS)	163	$124.0	$154.9	$147.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	262	$24,875	$30,468	$30,000	$35,123
BONUS	104	1,274	3,902	2,500	4,100
TOTAL COMPENSATION	262	25,300	32,017	30,299	37,000
AGE	260	36	43	42	50
YEARS OF EDUCATION	255	14	16	16	17
YEARS WITH PRESENT BANK	260	6	13	10	17
YEARS IN POSITION	255	3	5	4	7
REPORTING LEVEL	257	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	249	4	32	8	30
ASSET SIZE (MILLIONS)	262	$116.2	$152.9	$145.1	$182.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	212	$11,700	$14,001	$13,727	$16,395
BONUS	58	464	1,087	940	1,312
TOTAL COMPENSATION	212	11,705	14,299	14,000	16,395
AGE	210	31	38	35	45
YEARS OF EDUCATION	205	12	13	13	14
YEARS WITH PRESENT BANK	209	3	6	5	8
YEARS IN POSITION	207	2	3	2	4
REPORTING LEVEL	206	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	171	2	4	3	5
ASSET SIZE (MILLIONS)	212	$112.8	$151.1	$142.5	$181.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	293	$20,325	$24,428	$24,300	$27,124
BONUS	112	1,195	2,525	2,000	2,890
TOTAL COMPENSATION	293	21,000	25,393	25,000	29,375
AGE	291	38	45	44	52
YEARS OF EDUCATION	286	12	14	14	16
YEARS WITH PRESENT BANK	291	7	13	11	16
YEARS IN POSITION	285	3	6	5	8
REPORTING LEVEL	286	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	284	6	14	11	17
ASSET SIZE (MILLIONS)	293	$115.0	$151.3	$140.0	$181.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	290	$14,500	$16,828	$16,728	$19,000
BONUS	94	611	1,213	1,120	1,710
TOTAL COMPENSATION	290	14,515	17,221	17,000	19,315
AGE	287	32	39	37	45
YEARS OF EDUCATION	284	12	14	14	16
YEARS WITH PRESENT BANK	287	5	10	8	13
YEARS IN POSITION	281	2	5	4	7
REPORTING LEVEL	279	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	182	2	6	5	8
ASSET SIZE (MILLIONS)	290	$114.0	$151.5	$140.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	276	$17,000	$19,533	$19,010	$22,000
BONUS	97	683	1,391	1,250	1,950
TOTAL COMPENSATION	276	17,375	20,022	19,670	22,500
AGE	272	32	40	38	47
YEARS OF EDUCATION	269	13	15	16	16
YEARS WITH PRESENT BANK	274	3	10	7	13
YEARS IN POSITION	265	2	5	3	6
REPORTING LEVEL	248	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	255	2	4	2	3
ASSET SIZE (MILLIONS)	276	$115.0	$151.5	$141.5	$180.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,000	$26,939	$20,000	$34,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	17,000	27,319	21,400	34,000
AGE	11	38	44	46	54
YEARS OF EDUCATION	11	14	16	16	17
YEARS WITH PRESENT BANK	11	4	9	7	15
YEARS IN POSITION	11	3	4	4	5
REPORTING LEVEL	10	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	1	7	4	10
ASSET SIZE (MILLIONS)	11	$142.0	$165.6	$176.0	$193.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	112	$17,000	$21,997	$21,050	$27,000
BONUS	35	464	1,529	1,000	2,220
TOTAL COMPENSATION	112	17,163	22,474	21,475	27,400
AGE	110	32	43	42	55
YEARS OF EDUCATION	110	13	15	16	16
YEARS WITH PRESENT BANK	110	3	12	8	19
YEARS IN POSITION	110	2	4	3	5
REPORTING LEVEL	105	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	86	3	7	4	9
ASSET SIZE (MILLIONS)	112	$119.3	$156.9	$147.0	$187.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$18,412	$23,972	$23,400	$28,500
BONUS	66	1,000	2,202	1,695	2,644
TOTAL COMPENSATION	207	18,550	24,674	23,500	29,000
AGE	205	34	43	40	51
YEARS OF EDUCATION	203	14	15	16	16
YEARS WITH PRESENT BANK	206	4	9	7	12
YEARS IN POSITION	201	2	5	4	6
REPORTING LEVEL	202	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	181	1	5	2	4
ASSET SIZE (MILLIONS)	207	$121.0	$158.0	$152.3	$196.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	211	$21,600	$25,908	$25,000	$29,000
BONUS	77	1,106	2,585	2,100	3,009
TOTAL COMPENSATION	211	22,550	26,852	25,818	30,200
AGE	210	38	47	47	55
YEARS OF EDUCATION	207	12	15	16	16
YEARS WITH PRESENT BANK	210	5	15	11	22
YEARS IN POSITION	205	3	6	4	8
REPORTING LEVEL	207	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	3	6	4	6
ASSET SIZE (MILLIONS)	211	$116.4	$155.7	$147.0	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$15,675	$19,407	$18,660	$22,250
BONUS	55	600	1,817	1,237	2,100
TOTAL COMPENSATION	178	16,500	19,969	18,918	23,000
AGE	173	33	43	41	51
YEARS OF EDUCATION	173	12	14	14	16
YEARS WITH PRESENT BANK	177	6	12	10	15
YEARS IN POSITION	171	2	5	4	6
REPORTING LEVEL	171	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	118	1	4	2	4
ASSET SIZE (MILLIONS)	178	$113.9	$153.3	$140.0	$190.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$11,560	$14,020	$13,500	$15,900
BONUS	23	497	961	840	1,500
TOTAL COMPENSATION	93	11,600	14,258	13,800	15,900
AGE	92	29	36	32	40
YEARS OF EDUCATION	90	12	14	14	16
YEARS WITH PRESENT BANK	93	4	9	7	12
YEARS IN POSITION	93	2	3	2	3
REPORTING LEVEL	91	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	37	2	3	2	3
ASSET SIZE (MILLIONS)	93	$124.0	$159.5	$155.0	$197.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$11,490	$13,694	$13,000	$15,370
BONUS	51	366	1,101	908	1,250
TOTAL COMPENSATION	178	11,499	14,009	13,350	16,008
AGE	176	35	45	46	54
YEARS OF EDUCATION	173	12	13	12	14
YEARS WITH PRESENT BANK	176	8	15	13	21
YEARS IN POSITION	175	2	4	3	5
REPORTING LEVEL	172	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	137	3	8	6	10
ASSET SIZE (MILLIONS)	178	$114.7	$151.5	$143.8	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$10,185	$11,392	$11,250	$12,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	18	10,185	11,433	11,250	12,289
AGE	16	26	27	27	29
YEARS OF EDUCATION	17	17	17	17	18
YEARS WITH PRESENT BANK	16	2	2	2	2
YEARS IN POSITION	17	1	2	2	2
REPORTING LEVEL	16	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	18	$120.8	$157.6	$150.9	$192.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	120	$9,500	$10,534	$10,450	$11,475
BONUS	15	125	517	467	632
TOTAL COMPENSATION	120	9,500	10,598	10,500	11,500
AGE	115	24	26	25	28
YEARS OF EDUCATION	117	16	16	16	16
YEARS WITH PRESENT BANK	118	2	3	2	3
YEARS IN POSITION	117	1	2	2	2
REPORTING LEVEL	112	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	1	6	2	9
ASSET SIZE (MILLIONS)	120	$128.6	$164.3	$156.7	$201.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	295	$21,600	$26,719	$26,400	$30,500
BONUS	116	1,162	2,890	2,101	3,484
TOTAL COMPENSATION	295	22,300	27,856	27,000	32,100
AGE	294	37	43	42	50
YEARS OF EDUCATION	291	12	14	14	16
YEARS WITH PRESENT BANK	294	7	15	13	22
YEARS IN POSITION	290	2	5	4	7
REPORTING LEVEL	288	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	286	27	63	52	86
ASSET SIZE (MILLIONS)	295	$112.0	$150.3	$138.8	$182.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,925	$22,337	$20,500	$24,500
BONUS	12	694	1,502	1,520	2,269
TOTAL COMPENSATION	40	18,814	22,788	20,517	24,530
AGE	40	35	44	41	52
YEARS OF EDUCATION	39	12	14	14	16
YEARS WITH PRESENT BANK	40	6	14	12	20
YEARS IN POSITION	39	2	4	3	5
REPORTING LEVEL	39	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	9	25	17	27
ASSET SIZE (MILLIONS)	40	$110.0	$149.8	$145.5	$174.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$13,500	$17,170	$16,200	$20,400
BONUS	26	669	1,254	1,250	1,928
TOTAL COMPENSATION	75	13,680	17,605	16,500	20,750
AGE	72	34	43	44	52
YEARS OF EDUCATION	71	12	14	14	16
YEARS WITH PRESENT BANK	72	7	14	11	17
YEARS IN POSITION	70	2	4	3	6
REPORTING LEVEL	72	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	4	13	9	17
ASSET SIZE (MILLIONS)	75	$112.0	$147.9	$135.0	$178.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	291	$15,500	$19,489	$19,000	$22,300
BONUS	83	500	1,226	1,080	1,835
TOTAL COMPENSATION	291	15,900	19,839	19,500	23,275
AGE	290	35	44	43	53
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	290	4	12	9	16
YEARS IN POSITION	286	2	5	4	6
REPORTING LEVEL	282	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	255	2	13	3	5
ASSET SIZE (MILLIONS)	291	$115.6	$154.5	$144.5	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$24,471	$22,000	$29,000
BONUS	18	698	2,283	1,550	2,200
TOTAL COMPENSATION	43	16,661	25,426	22,000	30,000
AGE	43	32	43	40	55
YEARS OF EDUCATION	43	16	16	16	17
YEARS WITH PRESENT BANK	43	3	9	7	12
YEARS IN POSITION	42	2	4	3	6
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	31	1	10	2	4
ASSET SIZE (MILLIONS)	43	$124.0	$163.1	$165.0	$190.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,640	$18,282	$17,800	$21,600
BONUS	44	695	1,549	1,486	2,000
TOTAL COMPENSATION	121	15,000	18,845	18,500	22,575
AGE	119	37	46	46	55
YEARS OF EDUCATION	119	12	14	14	16
YEARS WITH PRESENT BANK	119	6	13	10	18
YEARS IN POSITION	119	2	5	4	7
REPORTING LEVEL	118	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	91	2	12	5	11
ASSET SIZE (MILLIONS)	121	$119.3	$158.2	$150.0	$194.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	50	$10,980	$14,597	$13,300	$16,550
BONUS	13	300	646	587	825
TOTAL COMPENSATION	50	11,438	14,765	13,400	16,738
AGE	50	32	39	37	45
YEARS OF EDUCATION	49	12	15	16	16
YEARS WITH PRESENT BANK	50	3	8	7	11
YEARS IN POSITION	49	2	3	2	3
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	29	1	13	3	5
ASSET SIZE (MILLIONS)	50	$115.0	$150.4	$135.2	$178.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	263	$27,500	$32,515	$32,000	$36,500
BONUS	105	1,319	2,835	2,500	3,700
TOTAL COMPENSATION	263	28,000	33,647	32,911	38,000
AGE	262	40	47	46	53
YEARS OF EDUCATION	257	16	17	16	19
YEARS WITH PRESENT BANK	261	5	11	9	15
YEARS IN POSITION	253	3	6	5	9
REPORTING LEVEL	255	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	257	5	10	7	13
ASSET SIZE (MILLIONS)	263	$118.0	$154.6	$145.7	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	206	$13,624	$17,684	$17,140	$20,925
BONUS	66	565	1,275	1,079	1,790
TOTAL COMPENSATION	206	13,965	18,092	17,160	21,220
AGE	205	33	41	40	49
YEARS OF EDUCATION	202	12	14	14	16
YEARS WITH PRESENT BANK	205	5	11	9	15
YEARS IN POSITION	199	2	5	4	7
REPORTING LEVEL	197	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	3	5	5	7
ASSET SIZE (MILLIONS)	206	$119.5	$156.0	$147.9	$188.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $250 TO $499 MILLION

Of the 3,203 banks submitting data for the national survey results, 106 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	103	$69,000	$80,952	$80,000	$91,500
BONUS	38	6,875	14,870	13,750	20,000
TOTAL COMPENSATION	103	70,003	86,438	84,300	100,000
AGE	100	49	55	56	60
YEARS OF EDUCATION	96	16	16	16	17
YEARS WITH PRESENT BANK	101	7	18	16	29
YEARS IN POSITION	102	3	8	5	10
REPORTING LEVEL	103	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	97	269	380	388	499
ASSET SIZE (MILLIONS)	103	$288.6	$356.5	$352.6	$420.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$48,500	$56,921	$55,000	$65,000
BONUS	30	6,225	11,447	9,950	13,531
TOTAL COMPENSATION	87	49,701	60,869	59,000	70,000
AGE	85	43	49	49	55
YEARS OF EDUCATION	82	16	16	16	16
YEARS WITH PRESENT BANK	86	6	16	14	25
YEARS IN POSITION	85	2	5	3	7
REPORTING LEVEL	85	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	80	54	254	262	386
ASSET SIZE (MILLIONS)	87	$288.6	$356.4	$351.0	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,350	$40,402	$40,000	$47,201
BONUS	18	1,975	6,488	5,400	9,500
TOTAL COMPENSATION	48	34,600	42,835	42,000	47,517
AGE	48	39	47	45	54
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	7	16	15	25
YEARS IN POSITION	48	2	5	4	6
REPORTING LEVEL	45	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	20	91	63	127
ASSET SIZE (MILLIONS)	48	$276.7	$349.9	$340.2	$417.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$16,316	$20,767	$20,000	$24,100
BONUS	10	450	3,273	1,550	5,112
TOTAL COMPENSATION	35	16,316	21,702	20,000	24,500
AGE	34	31	41	37	48
YEARS OF EDUCATION	34	16	16	16	16
YEARS WITH PRESENT BANK	34	6	11	9	14
YEARS IN POSITION	35	3	6	4	8
REPORTING LEVEL	34	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	24	1	2	2	3
ASSET SIZE (MILLIONS)	35	$326.5	$383.6	$390.0	$442.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	68	$26,052	$31,969	$31,450	$38,674
BONUS	27	2,000	4,554	4,000	6,000
TOTAL COMPENSATION	68	26,052	33,777	33,326	40,000
AGE	67	35	43	42	50
YEARS OF EDUCATION	65	16	16	16	17
YEARS WITH PRESENT BANK	68	7	13	11	16
YEARS IN POSITION	68	3	5	5	7
REPORTING LEVEL	66	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	61	2	6	4	9
ASSET SIZE (MILLIONS)	68	$292.9	$354.5	$345.4	$419.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$18,476	$25,160	$25,250	$30,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	19,625	27,060	26,500	32,400
AGE	9	33	41	37	50
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	3	8	7	12
YEARS IN POSITION	10	3	6	5	7
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	6	5	8
ASSET SIZE (MILLIONS)	10	$332.2	$393.0	$379.3	$464.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	66	$26,375	$31,972	$30,800	$37,000
BONUS	22	1,744	3,707	3,447	5,150
TOTAL COMPENSATION	66	27,375	33,207	31,348	38,125
AGE	64	38	45	45	51
YEARS OF EDUCATION	61	13	15	16	16
YEARS WITH PRESENT BANK	65	6	16	15	23
YEARS IN POSITION	65	2	4	3	6
REPORTING LEVEL	63	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	93	169	156	250
ASSET SIZE (MILLIONS)	66	$295.5	$365.7	$368.5	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$21,533	$26,099	$24,650	$30,000
BONUS	12	1,000	2,369	1,516	4,150
TOTAL COMPENSATION	42	21,533	26,776	25,400	31,065
AGE	40	41	47	48	53
YEARS OF EDUCATION	39	12	14	16	16
YEARS WITH PRESENT BANK	41	8	17	16	25
YEARS IN POSITION	41	3	7	5	10
REPORTING LEVEL	40	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	18	34	30	41
ASSET SIZE (MILLIONS)	42	$291.0	$361.3	$363.5	$425.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$18,200	$21,255	$20,350	$22,973
BONUS	20	838	2,322	1,350	3,600
TOTAL COMPENSATION	80	18,725	21,836	20,500	24,000
AGE	78	35	42	40	47
YEARS OF EDUCATION	76	12	14	14	16
YEARS WITH PRESENT BANK	79	8	15	12	21
YEARS IN POSITION	79	2	5	4	7
REPORTING LEVEL	77	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	79	11	16	15	18
ASSET SIZE (MILLIONS)	80	$287.1	$356.6	$352.2	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	76	$14,312	$16,778	$16,025	$18,000
BONUS	19	600	1,587	1,500	2,300
TOTAL COMPENSATION	76	14,525	17,175	16,350	18,357
AGE	74	33	39	37	44
YEARS OF EDUCATION	72	12	14	14	16
YEARS WITH PRESENT BANK	75	6	13	10	17
YEARS IN POSITION	75	3	4	3	5
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	75	5	7	7	8
ASSET SIZE (MILLIONS)	76	$292.1	$362.2	$366.0	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,900	$29,351	$27,900	$32,150
BONUS	16	813	4,797	2,400	6,000
TOTAL COMPENSATION	37	25,164	31,425	29,000	34,000
AGE	35	38	47	46	55
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	36	5	12	11	17
YEARS IN POSITION	37	2	5	4	9
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	29	1	3	2	5
ASSET SIZE (MILLIONS)	37	$284.4	$353.9	$360.0	$407.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$17,575	$21,331	$20,450	$25,000
BONUS	11	413	1,888	652	1,697
TOTAL COMPENSATION	42	17,575	21,825	20,699	25,000
AGE	41	36	47	47	57
YEARS OF EDUCATION	40	13	15	16	16
YEARS WITH PRESENT BANK	41	6	13	9	19
YEARS IN POSITION	41	3	5	4	7
REPORTING LEVEL	41	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	16	1	1	1	1
ASSET SIZE (MILLIONS)	42	$300.0	$373.6	$383.1	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$16,800	$20,705	$20,000	$25,000
BONUS	13	483	1,569	1,115	2,150
TOTAL COMPENSATION	61	17,400	21,039	20,000	25,100
AGE	60	31	42	38	51
YEARS OF EDUCATION	59	16	15	16	16
YEARS WITH PRESENT BANK	61	3	9	7	14
YEARS IN POSITION	61	2	4	3	6
REPORTING LEVEL	61	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	57	5	7	7	9
ASSET SIZE (MILLIONS)	61	$283.4	$347.8	$333.2	$404.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$30,000	$35,801	$36,000	$40,000
BONUS	33	1,888	4,643	3,800	5,651
TOTAL COMPENSATION	83	31,000	37,647	37,620	43,000
AGE	82	38	45	43	53
YEARS OF EDUCATION	81	16	16	16	17
YEARS WITH PRESENT BANK	83	8	15	12	18
YEARS IN POSITION	83	2	5	4	7
REPORTING LEVEL	83	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	77	7	20	13	25
ASSET SIZE (MILLIONS)	83	$291.0	$359.7	$360.0	$421.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	92	$21,500	$25,014	$25,000	$28,425
BONUS	24	1,035	2,565	1,737	2,895
TOTAL COMPENSATION	92	21,914	25,683	25,000	29,338
AGE	90	34	40	39	45
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	91	5	11	8	15
YEARS IN POSITION	91	2	4	4	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	3	5
ASSET SIZE (MILLIONS)	92	$289.2	$356.5	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$14,400	$17,438	$16,600	$19,400
BONUS	13	735	1,807	1,000	2,500
TOTAL COMPENSATION	61	14,650	17,823	16,700	19,900
AGE	61	29	32	31	35
YEARS OF EDUCATION	59	15	15	16	16
YEARS WITH PRESENT BANK	61	4	6	6	8
YEARS IN POSITION	61	1	2	2	3
REPORTING LEVEL	61	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	17	1	2	1	2
ASSET SIZE (MILLIONS)	61	$299.0	$362.2	$360.0	$421.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$25,000	$29,274	$28,124	$34,250
BONUS	11	1,500	4,874	3,700	6,000
TOTAL COMPENSATION	32	25,225	30,949	29,550	36,450
AGE	31	35	46	44	58
YEARS OF EDUCATION	31	13	15	16	16
YEARS WITH PRESENT BANK	32	7	17	14	24
YEARS IN POSITION	32	3	6	4	8
REPORTING LEVEL	32	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	3	5
ASSET SIZE (MILLIONS)	32	$298.6	$361.7	$359.0	$421.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	69	$25,050	$30,409	$30,000	$35,000
BONUS	18	1,600	3,111	3,250	4,275
TOTAL COMPENSATION	69	25,750	31,220	30,200	36,400
AGE	67	36	42	42	46
YEARS OF EDUCATION	65	13	15	15	16
YEARS WITH PRESENT BANK	68	4	10	9	16
YEARS IN POSITION	67	2	5	4	7
REPORTING LEVEL	66	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	64	19	48	35	69
ASSET SIZE (MILLIONS)	69	$294.1	$365.3	$367.0	$425.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$30,900	$38,233	$37,492	$44,000
BONUS	32	2,077	6,471	3,850	9,600
TOTAL COMPENSATION	87	32,000	40,613	38,000	48,738
AGE	85	38	45	45	53
YEARS OF EDUCATION	82	16	16	16	18
YEARS WITH PRESENT BANK	86	6	13	9	18
YEARS IN POSITION	86	2	6	6	8
REPORTING LEVEL	85	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	8	53	15	40
ASSET SIZE (MILLIONS)	87	$298.1	$363.1	$365.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$12,600	$15,682	$15,100	$18,000
BONUS	12	322	1,369	739	1,550
TOTAL COMPENSATION	75	12,600	15,901	15,100	18,400
AGE	74	32	38	35	44
YEARS OF EDUCATION	72	12	14	13	16
YEARS WITH PRESENT BANK	75	4	8	7	10
YEARS IN POSITION	75	2	4	2	5
REPORTING LEVEL	73	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	69	3	7	5	10
ASSET SIZE (MILLIONS)	75	$293.0	$362.5	$360.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$23,800	$27,564	$27,550	$31,000
BONUS	28	1,058	3,030	2,243	4,650
TOTAL COMPENSATION	86	24,350	28,550	28,053	32,000
AGE	83	39	47	48	55
YEARS OF EDUCATION	81	13	14	14	16
YEARS WITH PRESENT BANK	84	7	13	11	16
YEARS IN POSITION	84	2	6	4	8
REPORTING LEVEL	82	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	80	11	24	20	33
ASSET SIZE (MILLIONS)	86	$288.1	$357.5	$360.0	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$14,211	$17,402	$16,875	$20,075
BONUS	17	825	1,656	1,500	2,031
TOTAL COMPENSATION	86	14,288	17,729	17,000	20,370
AGE	85	33	40	38	45
YEARS OF EDUCATION	83	12	14	13	16
YEARS WITH PRESENT BANK	86	6	11	9	13
YEARS IN POSITION	85	2	5	4	6
REPORTING LEVEL	84	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	56	3	11	7	15
ASSET SIZE (MILLIONS)	86	$286.2	$355.6	$356.3	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	89	$21,000	$24,595	$24,000	$27,450
BONUS	24	1,500	2,598	2,185	3,650
TOTAL COMPENSATION	89	21,620	25,296	24,500	28,400
AGE	87	34	41	39	46
YEARS OF EDUCATION	86	14	15	16	16
YEARS WITH PRESENT BANK	88	3	11	9	17
YEARS IN POSITION	88	2	6	4	9
REPORTING LEVEL	85	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	86	4	7	6	8
ASSET SIZE (MILLIONS)	89	$287.6	$356.7	$358.0	$421.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$22,450	$31,463	$28,800	$41,550
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	22,968	34,335	28,800	45,450
AGE	13	37	47	45	57
YEARS OF EDUCATION	12	16	16	16	16
YEARS WITH PRESENT BANK	13	6	10	9	15
YEARS IN POSITION	13	2	5	4	8
REPORTING LEVEL	13	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	10	3	10	6	18
ASSET SIZE (MILLIONS)	13	$352.2	$405.5	$421.3	$466.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$18,000	$23,844	$23,000	$27,000
BONUS	10	607	1,629	1,500	1,943
TOTAL COMPENSATION	52	18,079	24,157	23,000	28,375
AGE	50	34	43	39	51
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	51	3	9	6	11
YEARS IN POSITION	51	2	4	2	5
REPORTING LEVEL	50	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	2	8	4	10
ASSET SIZE (MILLIONS)	52	$300.0	$363.6	$360.0	$427.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	74	$23,000	$28,637	$26,375	$34,563
BONUS	23	1,000	2,817	1,911	2,750
TOTAL COMPENSATION	74	24,133	29,513	27,700	34,563
AGE	72	35	42	41	48
YEARS OF EDUCATION	71	16	16	16	16
YEARS WITH PRESENT BANK	73	4	9	9	13
YEARS IN POSITION	73	2	5	3	6
REPORTING LEVEL	72	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	69	2	7	3	6
ASSET SIZE (MILLIONS)	74	$290.4	$354.0	$349.1	$416.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$24,791	$28,995	$28,260	$32,650
BONUS	27	1,188	3,444	2,000	4,800
TOTAL COMPENSATION	80	25,070	30,158	28,794	34,075
AGE	80	39	46	45	53
YEARS OF EDUCATION	77	13	15	16	16
YEARS WITH PRESENT BANK	80	5	14	13	20
YEARS IN POSITION	80	2	5	4	6
REPORTING LEVEL	79	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	75	5	10	7	12
ASSET SIZE (MILLIONS)	80	$289.2	$356.8	$356.3	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$17,342	$20,919	$20,646	$23,000
BONUS	20	525	2,177	1,260	3,241
TOTAL COMPENSATION	72	17,540	21,524	20,646	24,450
AGE	72	33	40	38	45
YEARS OF EDUCATION	69	12	14	15	16
YEARS WITH PRESENT BANK	72	5	13	10	18
YEARS IN POSITION	71	3	5	4	6
REPORTING LEVEL	70	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	2	6	4	7
ASSET SIZE (MILLIONS)	72	$284.2	$360.7	$362.5	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$12,500	$14,704	$14,500	$16,425
BONUS	6	371	1,055	550	1,950
TOTAL COMPENSATION	44	12,500	14,848	14,813	16,500
AGE	44	28	37	32	40
YEARS OF EDUCATION	42	12	14	14	16
YEARS WITH PRESENT BANK	44	4	7	7	8
YEARS IN POSITION	44	2	3	2	3
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	20	1	3	3	5
ASSET SIZE (MILLIONS)	44	$294.7	$364.6	$366.4	$424.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$10,600	$13,798	$13,500	$16,200
BONUS	10	450	1,059	753	1,701
TOTAL COMPENSATION	47	10,800	14,023	13,600	16,380
AGE	45	36	48	51	58
YEARS OF EDUCATION	44	12	13	12	14
YEARS WITH PRESENT BANK	47	7	17	13	23
YEARS IN POSITION	47	3	5	4	7
REPORTING LEVEL	46	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	26	3	9	7	12
ASSET SIZE (MILLIONS)	47	$286.7	$356.2	$346.5	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$9,975	$11,486	$11,100	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	10,375	11,604	11,350	12,000
AGE	9	26	32	33	38
YEARS OF EDUCATION	9	17	17	17	18
YEARS WITH PRESENT BANK	10	1	2	2	2
YEARS IN POSITION	8	1	2	2	2
REPORTING LEVEL	11	6	5	5	3
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	14	$296.3	$373.8	$376.5	$428.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$9,600	$10,855	$10,800	$11,630
BONUS	9	255	700	479	770
TOTAL COMPENSATION	61	9,637	10,958	10,800	11,994
AGE	54	24	26	25	27
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	56	1	2	2	2
YEARS IN POSITION	55	1	2	2	2
REPORTING LEVEL	52	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	61	$295.5	$354.8	$344.3	$414.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$25,975	$32,874	$31,950	$38,120
BONUS	33	1,550	4,811	3,500	5,750
TOTAL COMPENSATION	88	26,874	34,679	32,632	40,250
AGE	85	38	44	42	50
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	9	16	14	23
YEARS IN POSITION	87	2	5	4	7
REPORTING LEVEL	86	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	52	97	80	130
ASSET SIZE (MILLIONS)	88	$285.4	$356.2	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$22,800	$26,699	$25,000	$34,100
BONUS	6	938	1,958	1,550	2,675
TOTAL COMPENSATION	19	22,800	27,317	25,000	34,200
AGE	18	37	44	44	51
YEARS OF EDUCATION	17	13	15	16	16
YEARS WITH PRESENT BANK	18	9	16	13	21
YEARS IN POSITION	18	3	5	4	6
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	10	24	19	38
ASSET SIZE (MILLIONS)	19	$285.0	$353.5	$358.0	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$13,400	$17,480	$16,900	$21,700
BONUS	5	400	1,030	750	1,800
TOTAL COMPENSATION	23	13,500	17,704	17,250	21,700
AGE	23	32	40	38	56
YEARS OF EDUCATION	22	12	14	14	16
YEARS WITH PRESENT BANK	23	5	12	9	12
YEARS IN POSITION	23	1	4	3	5
REPORTING LEVEL	22	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	7	5	6	6	8
ASSET SIZE (MILLIONS)	23	$298.1	$362.1	$360.0	$415.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	98	$21,000	$24,928	$24,804	$27,500
BONUS	29	1,500	2,581	2,000	4,000
TOTAL COMPENSATION	98	21,000	25,692	25,000	29,050
AGE	96	35	43	42	50
YEARS OF EDUCATION	94	14	16	16	17
YEARS WITH PRESENT BANK	97	4	12	8	16
YEARS IN POSITION	97	2	5	4	8
REPORTING LEVEL	96	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	95	3	16	6	8
ASSET SIZE (MILLIONS)	98	$291.6	$359.5	$359.0	$422.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$15,522	$21,123	$21,999	$25,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	19	15,522	21,850	23,709	25,000
AGE	19	36	42	38	49
YEARS OF EDUCATION	19	13	15	16	16
YEARS WITH PRESENT BANK	19	8	15	11	18
YEARS IN POSITION	19	3	7	5	8
REPORTING LEVEL	19	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	3	5
ASSET SIZE (MILLIONS)	19	$288.6	$357.4	$344.3	$447.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$16,875	$20,473	$20,300	$24,500
BONUS	14	1,075	2,395	1,858	3,400
TOTAL COMPENSATION	62	16,875	21,014	20,450	25,663
AGE	61	40	49	51	57
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	5	13	9	17
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	2	11	5	12
ASSET SIZE (MILLIONS)	62	$289.9	$363.5	$369.5	$429.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$12,499	$16,985	$17,212	$20,000
BONUS	5	393	1,960	2,500	3,257
TOTAL COMPENSATION	35	12,499	17,265	17,500	20,000
AGE	35	31	39	37	48
YEARS OF EDUCATION	34	13	15	16	17
YEARS WITH PRESENT BANK	35	3	8	6	13
YEARS IN POSITION	35	2	4	3	5
REPORTING LEVEL	33	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	17	1	4	2	5
ASSET SIZE (MILLIONS)	35	$291.8	$355.2	$344.3	$400.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$32,084	$38,339	$38,000	$43,000
BONUS	30	2,422	5,209	4,350	7,050
TOTAL COMPENSATION	91	34,000	40,056	39,800	45,300
AGE	88	43	49	50	55
YEARS OF EDUCATION	88	16	17	17	19
YEARS WITH PRESENT BANK	90	8	15	15	20
YEARS IN POSITION	90	3	7	6	9
REPORTING LEVEL	88	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	87	12	22	19	30
ASSET SIZE (MILLIONS)	91	$286.7	$356.5	$351.8	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	81	$16,100	$20,019	$19,080	$23,100
BONUS	18	938	1,821	1,500	2,925
TOTAL COMPENSATION	81	16,250	20,423	20,000	23,880
AGE	79	35	42	39	50
YEARS OF EDUCATION	79	12	14	14	16
YEARS WITH PRESENT BANK	80	5	11	10	15
YEARS IN POSITION	80	2	5	4	7
REPORTING LEVEL	79	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	74	5	10	9	14
ASSET SIZE (MILLIONS)	81	$289.8	$360.5	$360.0	$423.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $500 TO $999 MILLION

Of the 3,203 banks submitting data for the national survey results, 54 banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$83,063	$103,346	$99,250	$124,375
BONUS	21	9,378	21,964	17,300	24,626
TOTAL COMPENSATION	52	86,635	112,216	103,300	130,000
AGE	52	49	55	56	60
YEARS OF EDUCATION	48	16	17	16	18
YEARS WITH PRESENT BANK	52	11	22	25	32
YEARS IN POSITION	52	4	8	6	11
REPORTING LEVEL	52	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	50	544	709	708	867
ASSET SIZE (MILLIONS)	52	$542.0	$649.2	$635.8	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$54,000	$64,105	$63,000	$74,500
BONUS	20	3,601	11,566	9,132	18,308
TOTAL COMPENSATION	47	54,000	69,027	63,969	81,000
AGE	47	42	51	53	57
YEARS OF EDUCATION	44	16	17	16	18
YEARS WITH PRESENT BANK	47	11	20	21	30
YEARS IN POSITION	47	3	6	5	8
REPORTING LEVEL	45	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	153	461	464	749
ASSET SIZE (MILLIONS)	47	$542.0	$647.7	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$40,000	$47,990	$44,000	$51,500
BONUS	8	1,928	7,242	3,468	16,385
TOTAL COMPENSATION	19	40,550	51,039	47,070	56,000
AGE	19	41	50	50	55
YEARS OF EDUCATION	18	16	16	16	16
YEARS WITH PRESENT BANK	19	7	18	16	28
YEARS IN POSITION	19	2	5	3	6
REPORTING LEVEL	19	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	18	37	217	98	260
ASSET SIZE (MILLIONS)	19	$540.8	$655.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$19,000	$23,017	$21,300	$26,250
BONUS	6	709	1,304	1,390	1,845
TOTAL COMPENSATION	27	19,000	23,306	21,487	26,250
AGE	27	34	45	42	56
YEARS OF EDUCATION	26	13	15	16	16
YEARS WITH PRESENT BANK	27	3	9	6	15
YEARS IN POSITION	26	2	5	3	7
REPORTING LEVEL	27	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	22	1	3	2	4
ASSET SIZE (MILLIONS)	27	$544.5	$668.3	$625.0	$825.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$30,875	$39,329	$38,417	$45,000
BONUS	13	1,250	4,958	3,000	6,580
TOTAL COMPENSATION	40	32,125	40,940	39,000	47,684
AGE	40	39	47	47	52
YEARS OF EDUCATION	38	16	16	16	18
YEARS WITH PRESENT BANK	40	7	16	14	22
YEARS IN POSITION	40	3	6	5	9
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	37	3	38	7	20
ASSET SIZE (MILLIONS)	40	$541.1	$647.9	$621.7	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$24,000	$29,907	$28,000	$35,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	24,000	30,268	28,000	35,000
AGE	15	36	43	42	50
YEARS OF EDUCATION	15	12	15	14	16
YEARS WITH PRESENT BANK	15	10	15	11	22
YEARS IN POSITION	15	4	6	6	8
REPORTING LEVEL	15	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	14	3	5	5	6
ASSET SIZE (MILLIONS)	15	$542.3	$676.0	$671.9	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$29,475	$35,681	$34,750	$39,000
BONUS	14	1,306	5,833	1,981	13,011
TOTAL COMPENSATION	42	29,875	37,626	35,785	40,125
AGE	42	42	48	48	54
YEARS OF EDUCATION	40	12	14	15	16
YEARS WITH PRESENT BANK	42	9	19	17	26
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	40	160	264	227	360
ASSET SIZE (MILLIONS)	42	$540.0	$647.6	$584.7	$752.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$20,850	$26,544	$25,875	$30,875
BONUS	5	775	1,116	800	1,616
TOTAL COMPENSATION	30	20,850	26,730	25,875	31,475
AGE	30	37	43	43	49
YEARS OF EDUCATION	28	14	15	16	16
YEARS WITH PRESENT BANK	29	11	17	18	23
YEARS IN POSITION	30	2	5	4	6
REPORTING LEVEL	28	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	21	32	30	35
ASSET SIZE (MILLIONS)	30	$536.9	$641.1	$629.3	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$17,685	$20,822	$20,374	$23,300
BONUS	12	724	2,685	818	2,666
TOTAL COMPENSATION	43	18,000	21,572	20,800	23,430
AGE	43	35	41	39	46
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	43	8	16	14	22
YEARS IN POSITION	43	3	5	4	5
REPORTING LEVEL	41	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	41	11	15	13	18
ASSET SIZE (MILLIONS)	43	$540.8	$653.8	$633.6	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,109	$16,952	$16,606	$18,518
BONUS	11	541	986	711	1,260
TOTAL COMPENSATION	46	15,273	17,188	16,912	18,579
AGE	46	34	41	39	46
YEARS OF EDUCATION	43	12	14	13	16
YEARS WITH PRESENT BANK	46	8	13	11	17
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	44	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	44	6	7	8	8
ASSET SIZE (MILLIONS)	46	$540.0	$646.0	$615.2	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$21,400	$30,829	$27,350	$32,621
BONUS	7	800	1,687	1,452	2,752
TOTAL COMPENSATION	31	21,674	31,210	27,500	32,621
AGE	31	36	45	41	52
YEARS OF EDUCATION	31	12	15	16	16
YEARS WITH PRESENT BANK	31	7	15	13	22
YEARS IN POSITION	31	2	5	4	7
REPORTING LEVEL	31	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	4	7
ASSET SIZE (MILLIONS)	31	$542.0	$647.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$17,500	$20,722	$20,845	$23,530
BONUS	6	789	1,757	1,781	2,516
TOTAL COMPENSATION	28	18,115	21,098	21,650	23,772
AGE	28	34	43	45	51
YEARS OF EDUCATION	28	12	15	16	16
YEARS WITH PRESENT BANK	28	4	11	10	15
YEARS IN POSITION	28	2	5	3	8
REPORTING LEVEL	27	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	1	3	1	2
ASSET SIZE (MILLIONS)	28	$538.5	$664.6	$639.5	$781.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,888	$23,466	$20,000	$23,750
BONUS	9	870	1,576	1,000	2,189
TOTAL COMPENSATION	40	18,000	23,821	20,490	23,750
AGE	40	34	40	38	47
YEARS OF EDUCATION	37	15	15	16	16
YEARS WITH PRESENT BANK	40	5	10	8	12
YEARS IN POSITION	40	2	3	3	4
REPORTING LEVEL	38	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	5	35	12	17
ASSET SIZE (MILLIONS)	40	$541.1	$653.5	$639.5	$733.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$32,800	$38,611	$38,500	$42,500
BONUS	12	1,588	5,069	4,076	7,375
TOTAL COMPENSATION	47	33,249	39,905	39,300	44,793
AGE	47	39	45	44	49
YEARS OF EDUCATION	44	14	16	16	16
YEARS WITH PRESENT BANK	47	6	15	15	19
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	45	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	44	11	27	17	30
ASSET SIZE (MILLIONS)	47	$542.0	$647.4	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$21,822	$26,998	$26,500	$31,225
BONUS	9	1,135	2,036	1,675	2,805
TOTAL COMPENSATION	49	23,172	27,372	27,000	31,750
AGE	49	35	41	39	47
YEARS OF EDUCATION	45	15	16	16	17
YEARS WITH PRESENT BANK	49	7	13	12	16
YEARS IN POSITION	49	3	5	5	7
REPORTING LEVEL	47	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	25	1	3	2	5
ASSET SIZE (MILLIONS)	49	$541.4	$642.4	$633.6	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$18,192	$18,300	$19,600
BONUS	7	800	1,186	916	2,016
TOTAL COMPENSATION	43	16,100	18,386	18,300	20,000
AGE	43	30	33	33	34
YEARS OF EDUCATION	41	16	16	16	17
YEARS WITH PRESENT BANK	43	4	7	7	10
YEARS IN POSITION	43	2	3	2	3
REPORTING LEVEL	41	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	12	1	3	1	5
ASSET SIZE (MILLIONS)	43	$542.3	$644.8	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$26,925	$34,649	$35,000	$41,475
BONUS	7	1,000	4,949	3,920	9,925
TOTAL COMPENSATION	24	27,000	36,092	35,000	41,875
AGE	24	39	48	46	58
YEARS OF EDUCATION	22	14	15	16	16
YEARS WITH PRESENT BANK	24	9	19	17	28
YEARS IN POSITION	24	2	6	5	8
REPORTING LEVEL	24	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	21	4	8	5	9
ASSET SIZE (MILLIONS)	24	$550.6	$669.9	$644.5	$743.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$30,350	$35,158	$34,000	$39,800
BONUS	15	1,409	4,254	2,290	4,640
TOTAL COMPENSATION	41	30,900	36,714	35,000	42,000
AGE	41	41	45	45	50
YEARS OF EDUCATION	39	13	15	16	16
YEARS WITH PRESENT BANK	41	7	13	12	16
YEARS IN POSITION	41	3	6	5	10
REPORTING LEVEL	40	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	37	74	71	100
ASSET SIZE (MILLIONS)	41	$542.3	$658.8	$638.0	$741.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$31,688	$41,138	$38,400	$46,250
BONUS	18	1,775	5,136	2,953	8,625
TOTAL COMPENSATION	49	32,250	43,025	41,000	52,603
AGE	49	39	46	46	53
YEARS OF EDUCATION	46	16	16	16	18
YEARS WITH PRESENT BANK	49	8	16	13	23
YEARS IN POSITION	49	3	7	5	10
REPORTING LEVEL	48	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	45	16	94	25	41
ASSET SIZE (MILLIONS)	49	$542.1	$648.9	$638.0	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$14,000	$18,133	$17,000	$21,323
BONUS	8	411	855	618	1,347
TOTAL COMPENSATION	44	14,025	18,289	17,150	21,558
AGE	44	34	41	38	48
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	44	4	9	8	13
YEARS IN POSITION	44	2	4	2	5
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	41	7	13	11	17
ASSET SIZE (MILLIONS)	44	$542.3	$658.6	$639.5	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$24,796	$29,108	$29,600	$33,655
BONUS	13	1,178	3,612	2,200	5,240
TOTAL COMPENSATION	49	25,000	30,066	29,600	34,100
AGE	49	42	48	49	55
YEARS OF EDUCATION	46	13	14	14	16
YEARS WITH PRESENT BANK	49	10	17	16	24
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	47	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	46	19	35	36	50
ASSET SIZE (MILLIONS)	49	$541.4	$646.1	$633.6	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$15,500	$19,639	$18,000	$22,200
BONUS	9	710	1,258	800	1,850
TOTAL COMPENSATION	47	15,525	19,880	18,038	22,500
AGE	47	33	41	38	48
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	47	7	12	11	16
YEARS IN POSITION	46	2	5	4	7
REPORTING LEVEL	45	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	32	2	15	7	28
ASSET SIZE (MILLIONS)	47	$540.8	$644.1	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$23,674	$28,083	$27,500	$30,650
BONUS	13	959	2,388	1,388	3,955
TOTAL COMPENSATION	49	24,235	28,717	27,974	32,080
AGE	49	39	46	45	54
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	49	8	17	16	24
YEARS IN POSITION	49	3	9	7	12
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	7	10	10	14
ASSET SIZE (MILLIONS)	49	$542.1	$654.3	$638.0	$729.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$25,250	$31,848	$30,579	$39,750
BONUS	6	886	4,783	4,990	7,750
TOTAL COMPENSATION	21	25,250	33,215	30,800	42,490
AGE	21	33	45	45	55
YEARS OF EDUCATION	19	16	16	16	17
YEARS WITH PRESENT BANK	21	5	10	9	15
YEARS IN POSITION	21	2	5	4	9
REPORTING LEVEL	21	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	21	6	12	8	19
ASSET SIZE (MILLIONS)	21	$542.1	$687.5	$672.3	$826.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$18,235	$27,512	$24,750	$27,225
BONUS	6	1,009	5,582	2,006	9,300
TOTAL COMPENSATION	32	18,405	28,559	24,750	27,225
AGE	32	34	41	40	48
YEARS OF EDUCATION	30	14	15	16	16
YEARS WITH PRESENT BANK	32	3	11	10	17
YEARS IN POSITION	32	2	4	3	5
REPORTING LEVEL	30	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	26	2	10	3	10
ASSET SIZE (MILLIONS)	32	$541.1	$636.3	$582.7	$688.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$26,500	$32,193	$33,150	$37,900
BONUS	15	1,293	3,568	2,800	5,000
TOTAL COMPENSATION	43	27,500	33,437	35,499	39,500
AGE	43	40	46	45	54
YEARS OF EDUCATION	40	16	16	16	17
YEARS WITH PRESENT BANK	43	8	15	13	20
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	4	8	5	10
ASSET SIZE (MILLIONS)	43	$542.0	$650.0	$640.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$28,000	$33,531	$32,500	$38,400
BONUS	17	1,514	3,434	1,971	4,490
TOTAL COMPENSATION	47	28,500	34,773	34,329	39,583
AGE	47	39	47	46	53
YEARS OF EDUCATION	45	13	15	15	16
YEARS WITH PRESENT BANK	47	9	16	14	22
YEARS IN POSITION	47	2	6	5	9
REPORTING LEVEL	45	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	44	8	16	13	22
ASSET SIZE (MILLIONS)	47	$542.0	$650.9	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$18,034	$22,365	$21,600	$26,250
BONUS	10	853	1,552	1,308	2,083
TOTAL COMPENSATION	46	18,938	22,702	21,950	26,250
AGE	46	36	44	43	51
YEARS OF EDUCATION	44	13	15	16	16
YEARS WITH PRESENT BANK	46	9	15	13	22
YEARS IN POSITION	44	3	6	4	8
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	30	2	5	4	6
ASSET SIZE (MILLIONS)	46	$541.7	$641.8	$629.3	$691.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,025	$16,456	$16,213	$18,225
BONUS	7	725	1,092	886	1,420
TOTAL COMPENSATION	36	14,025	16,668	16,607	18,525
AGE	36	30	36	32	42
YEARS OF EDUCATION	34	12	14	16	16
YEARS WITH PRESENT BANK	36	4	9	8	13
YEARS IN POSITION	36	2	3	3	4
REPORTING LEVEL	34	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	15	1	6	5	6
ASSET SIZE (MILLIONS)	36	$545.1	$652.9	$639.5	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$11,963	$14,526	$14,000	$15,900
BONUS	5	707	1,493	1,200	2,425
TOTAL COMPENSATION	25	12,082	14,825	14,000	16,293
AGE	25	32	43	43	50
YEARS OF EDUCATION	24	12	13	12	14
YEARS WITH PRESENT BANK	25	9	14	11	21
YEARS IN POSITION	25	3	4	4	7
REPORTING LEVEL	25	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	10	4	12	9	11
ASSET SIZE (MILLIONS)	25	$539.6	$659.7	$633.6	$748.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$11,850	$13,561	$12,708	$15,411
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	12,000	13,654	12,708	15,411
AGE	12	26	28	27	30
YEARS OF EDUCATION	13	17	18	18	18
YEARS WITH PRESENT BANK	12	2	3	2	3
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	14	$545.7	$691.0	$672.8	$761.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$9,636	$10,509	$10,500	$11,000
BONUS	6	170	484	403	733
TOTAL COMPENSATION	39	9,636	10,583	10,500	11,500
AGE	36	24	26	24	27
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	37	2	3	2	3
YEARS IN POSITION	35	1	2	2	2
REPORTING LEVEL	35	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	39	$542.0	$653.2	$641.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$31,404	$37,583	$37,000	$42,200
BONUS	17	1,638	4,792	2,099	8,700
TOTAL COMPENSATION	45	32,500	39,394	40,500	45,000
AGE	45	41	47	48	54
YEARS OF EDUCATION	42	13	15	16	16
YEARS WITH PRESENT BANK	45	12	19	17	30
YEARS IN POSITION	44	3	5	4	7
REPORTING LEVEL	43	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	42	104	215	161	226
ASSET SIZE (MILLIONS)	45	$541.4	$642.0	$638.0	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$21,700	$32,297	$31,500	$41,500
BONUS	5	4,900	8,619	8,500	12,399
TOTAL COMPENSATION	15	23,800	35,170	35,000	43,938
AGE	15	37	46	49	53
YEARS OF EDUCATION	14	12	15	16	16
YEARS WITH PRESENT BANK	15	10	14	14	17
YEARS IN POSITION	15	2	4	3	5
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	14	12	112	24	241
ASSET SIZE (MILLIONS)	15	$542.3	$669.4	$641.0	$828.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$14,263	$17,390	$16,550	$19,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	14,459	17,672	16,736	19,000
AGE	16	32	38	37	47
YEARS OF EDUCATION	15	12	14	14	16
YEARS WITH PRESENT BANK	15	7	13	10	19
YEARS IN POSITION	16	2	4	3	5
REPORTING LEVEL	15	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	5	47	10	12
ASSET SIZE (MILLIONS)	16	$545.9	$693.4	$659.0	$833.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$24,583	$29,710	$29,750	$33,875
BONUS	18	1,369	3,851	2,551	6,425
TOTAL COMPENSATION	52	24,927	31,043	29,750	35,000
AGE	52	38	47	46	57
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	6	14	11	21
YEARS IN POSITION	52	3	7	5	10
REPORTING LEVEL	50	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	7	12	11	16
ASSET SIZE (MILLIONS)	52	$542.0	$644.5	$629.3	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$16,925	$23,232	$25,000	$27,650
BONUS	9	745	2,413	1,151	2,545
TOTAL COMPENSATION	24	17,983	24,137	25,000	27,950
AGE	24	33	40	38	45
YEARS OF EDUCATION	23	16	16	16	17
YEARS WITH PRESENT BANK	24	5	12	9	16
YEARS IN POSITION	24	2	6	4	7
REPORTING LEVEL	24	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	18	2	5	4	6
ASSET SIZE (MILLIONS)	24	$575.4	$696.1	$672.8	$813.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$17,500	$21,549	$21,900	$26,000
BONUS	12	660	2,022	863	3,038
TOTAL COMPENSATION	47	17,500	22,065	21,900	26,400
AGE	47	42	50	50	58
YEARS OF EDUCATION	45	12	14	13	16
YEARS WITH PRESENT BANK	47	8	14	12	17
YEARS IN POSITION	46	3	6	5	8
REPORTING LEVEL	44	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	33	3	16	8	22
ASSET SIZE (MILLIONS)	47	$542.3	$659.4	$648.0	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$14,000	$18,203	$16,500	$22,000
BONUS	6	800	1,444	1,072	2,130
TOTAL COMPENSATION	31	14,040	18,482	16,500	23,500
AGE	30	31	39	35	49
YEARS OF EDUCATION	27	13	15	16	16
YEARS WITH PRESENT BANK	30	3	8	5	9
YEARS IN POSITION	29	2	3	3	3
REPORTING LEVEL	29	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	24	1	4	3	5
ASSET SIZE (MILLIONS)	31	$547.0	$665.2	$666.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$36,434	$44,215	$43,500	$50,500
BONUS	15	2,002	5,204	2,900	8,500
TOTAL COMPENSATION	43	37,000	46,030	44,500	53,500
AGE	43	45	51	49	57
YEARS OF EDUCATION	41	16	17	18	19
YEARS WITH PRESENT BANK	43	7	16	15	23
YEARS IN POSITION	43	4	8	6	10
REPORTING LEVEL	42	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	24	41	36	58
ASSET SIZE (MILLIONS)	43	$542.0	$652.4	$638.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$18,781	$22,921	$21,896	$25,850
BONUS	9	767	1,697	1,103	2,920
TOTAL COMPENSATION	45	19,100	23,260	22,000	26,950
AGE	45	34	41	38	48
YEARS OF EDUCATION	43	13	15	16	16
YEARS WITH PRESENT BANK	45	6	10	10	14
YEARS IN POSITION	45	2	5	5	9
REPORTING LEVEL	44	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	11	18	15	27
ASSET SIZE (MILLIONS)	45	$541.4	$647.0	$633.6	$709.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $1 BILLION AND OVER

Of the 3,203 banks submitting data for the national survey results, 78 banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	77	$98,750	$139,960	$130,000	$180,130
BONUS	44	9,250	40,579	30,000	51,975
TOTAL COMPENSATION	77	102,700	163,148	145,000	200,000
AGE	76	51	55	56	60
YEARS OF EDUCATION	73	16	16	16	18
YEARS WITH PRESENT BANK	76	7	20	21	32
YEARS IN POSITION	75	3	6	5	7
REPORTING LEVEL	77	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	74	820	2,689	1,609	3,525
ASSET SIZE (MILLIONS)	77	$1,303.9	$11,028.4	$2,400.0	$11,812.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$74,675	$100,395	$94,900	$127,343
BONUS	44	5,918	25,499	17,070	35,000
TOTAL COMPENSATION	70	75,000	116,423	106,017	135,125
AGE	68	47	51	51	56
YEARS OF EDUCATION	66	16	16	16	17
YEARS WITH PRESENT BANK	69	8	18	15	30
YEARS IN POSITION	68	2	4	4	5
REPORTING LEVEL	67	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	67	191	1,972	937	1,900
ASSET SIZE (MILLIONS)	70	$1,300.0	$10,396.0	$2,407.3	$11,656.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$47,015	$64,053	$60,000	$77,500
BONUS	23	5,000	12,992	11,700	15,500
TOTAL COMPENSATION	41	50,015	71,342	65,000	80,825
AGE	41	45	49	49	56
YEARS OF EDUCATION	39	15	16	16	17
YEARS WITH PRESENT BANK	41	12	19	18	29
YEARS IN POSITION	39	2	5	5	7
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	40	66	460	226	658
ASSET SIZE (MILLIONS)	41	$1,300.0	$8,805.4	$2,257.6	$4,600.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$21,062	$27,399	$25,000	$32,448
BONUS	5	1,322	6,570	2,716	13,746
TOTAL COMPENSATION	45	21,062	28,129	25,600	32,448
AGE	44	33	42	40	52
YEARS OF EDUCATION	42	16	16	16	17
YEARS WITH PRESENT BANK	45	4	9	8	12
YEARS IN POSITION	44	2	4	4	6
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	39	2	6	4	7
ASSET SIZE (MILLIONS)	45	$1,303.9	$4,250.3	$2,220.0	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$39,300	$52,468	$50,000	$59,158
BONUS	32	4,238	10,758	7,227	14,796
TOTAL COMPENSATION	53	42,625	58,964	51,332	68,100
AGE	50	37	45	45	53
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	52	7	15	12	23
YEARS IN POSITION	51	3	6	5	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	8	41	20	35
ASSET SIZE (MILLIONS)	53	$1,261.5	$5,012.7	$2,103.7	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	33	$24,690	$39,622	$33,900	$40,750
BONUS	8	2,075	12,174	5,834	17,000
TOTAL COMPENSATION	33	24,690	42,573	35,500	42,110
AGE	32	37	45	43	50
YEARS OF EDUCATION	31	14	16	16	18
YEARS WITH PRESENT BANK	33	6	11	8	15
YEARS IN POSITION	31	3	4	4	5
REPORTING LEVEL	32	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	27	5	30	9	22
ASSET SIZE (MILLIONS)	33	$1,261.5	$5,617.5	$2,305.2	$4,554.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,250	$43,710	$41,175	$51,775
BONUS	22	3,940	10,477	5,749	13,625
TOTAL COMPENSATION	48	33,250	48,512	43,950	55,375
AGE	47	41	47	46	52
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	11	20	17	30
YEARS IN POSITION	47	2	4	4	5
REPORTING LEVEL	44	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	43	272	984	546	928
ASSET SIZE (MILLIONS)	48	$1,300.6	$5,533.9	$2,262.6	$4,481.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$24,795	$29,696	$30,500	$34,400
BONUS	10	1,600	4,896	4,353	7,195
TOTAL COMPENSATION	41	24,795	30,890	30,500	35,954
AGE	39	41	46	47	52
YEARS OF EDUCATION	35	14	15	16	16
YEARS WITH PRESENT BANK	40	11	18	18	26
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	39	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	38	30	39	36	47
ASSET SIZE (MILLIONS)	41	$1,261.5	$4,674.0	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$19,725	$22,714	$21,750	$27,000
BONUS	15	1,216	2,610	1,850	3,606
TOTAL COMPENSATION	54	19,975	23,439	22,050	27,387
AGE	52	35	44	42	52
YEARS OF EDUCATION	50	13	15	15	16
YEARS WITH PRESENT BANK	53	10	17	13	23
YEARS IN POSITION	51	2	5	3	5
REPORTING LEVEL	52	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	50	10	16	15	20
ASSET SIZE (MILLIONS)	54	$1,280.7	$6,801.7	$2,071.8	$4,331.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$15,664	$18,364	$18,000	$20,765
BONUS	16	1,004	1,922	1,460	3,098
TOTAL COMPENSATION	53	16,395	18,945	18,150	20,840
AGE	51	33	41	41	48
YEARS OF EDUCATION	49	12	14	14	16
YEARS WITH PRESENT BANK	52	7	13	11	18
YEARS IN POSITION	50	2	3	3	5
REPORTING LEVEL	50	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	49	6	8	7	9
ASSET SIZE (MILLIONS)	53	$1,300.0	$8,392.2	$2,103.7	$4,454.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$28,413	$34,206	$32,682	$41,833
BONUS	8	1,177	3,525	3,000	5,911
TOTAL COMPENSATION	22	28,613	35,488	33,532	44,748
AGE	22	39	48	46	57
YEARS OF EDUCATION	22	16	16	16	17
YEARS WITH PRESENT BANK	22	7	15	13	18
YEARS IN POSITION	22	2	5	4	8
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	19	3	13	7	16
ASSET SIZE (MILLIONS)	22	$1,209.7	$8,343.2	$1,866.9	$8,072.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$17,600	$23,269	$21,610	$29,000
BONUS	5	799	2,283	1,850	3,985
TOTAL COMPENSATION	31	17,600	23,638	21,950	29,000
AGE	29	39	45	43	55
YEARS OF EDUCATION	29	14	15	16	16
YEARS WITH PRESENT BANK	30	6	13	12	16
YEARS IN POSITION	29	2	4	4	6
REPORTING LEVEL	29	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	14	1	6	2	7
ASSET SIZE (MILLIONS)	31	$1,219.0	$6,712.6	$1,618.3	$3,056.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$20,100	$29,123	$27,000	$35,250
BONUS	14	1,935	3,863	4,063	5,188
TOTAL COMPENSATION	53	20,704	30,143	28,500	36,320
AGE	52	33	39	36	44
YEARS OF EDUCATION	50	16	16	16	16
YEARS WITH PRESENT BANK	53	6	10	8	13
YEARS IN POSITION	52	2	3	3	4
REPORTING LEVEL	52	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	51	12	26	20	38
ASSET SIZE (MILLIONS)	53	$1,301.3	$6,992.3	$2,115.5	$4,382.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$34,000	$49,596	$42,000	$55,000
BONUS	26	4,300	9,936	6,995	10,750
TOTAL COMPENSATION	51	36,000	54,662	47,038	64,000
AGE	50	38	44	43	48
YEARS OF EDUCATION	48	16	16	16	18
YEARS WITH PRESENT BANK	51	7	14	13	19
YEARS IN POSITION	49	2	4	4	5
REPORTING LEVEL	50	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	49	14	70	35	88
ASSET SIZE (MILLIONS)	51	$1,283.0	$7,026.1	$2,103.7	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	57	$23,500	$27,129	$25,812	$31,100
BONUS	13	1,142	2,899	3,673	4,000
TOTAL COMPENSATION	57	23,500	27,790	27,000	31,710
AGE	55	34	38	37	40
YEARS OF EDUCATION	55	16	16	16	17
YEARS WITH PRESENT BANK	56	5	10	10	12
YEARS IN POSITION	55	2	4	3	4
REPORTING LEVEL	56	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	35	1	7	2	10
ASSET SIZE (MILLIONS)	57	$1,291.5	$8,766.5	$2,040.0	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$16,350	$19,194	$18,500	$22,250
BONUS	9	398	1,219	1,314	1,757
TOTAL COMPENSATION	53	16,500	19,401	18,800	22,250
AGE	48	28	32	30	33
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	48	4	7	6	8
YEARS IN POSITION	48	2	2	2	3
REPORTING LEVEL	50	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	14	1	3	2	5
ASSET SIZE (MILLIONS)	53	$1,300.0	$5,362.6	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$32,000	$40,789	$39,757	$46,350
BONUS	16	4,050	5,522	5,489	6,998
TOTAL COMPENSATION	46	34,950	42,710	41,620	51,486
AGE	45	42	48	48	53
YEARS OF EDUCATION	43	14	16	16	17
YEARS WITH PRESENT BANK	46	8	17	17	23
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	45	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	6	16	10	15
ASSET SIZE (MILLIONS)	46	$1,302.0	$5,953.4	$2,281.4	$4,402.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$35,975	$44,752	$41,400	$51,000
BONUS	27	3,400	8,514	5,800	8,200
TOTAL COMPENSATION	54	38,008	49,009	43,700	52,432
AGE	54	40	44	42	45
YEARS OF EDUCATION	53	14	15	16	17
YEARS WITH PRESENT BANK	54	4	11	11	16
YEARS IN POSITION	52	2	5	4	6
REPORTING LEVEL	52	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	51	74	265	179	304
ASSET SIZE (MILLIONS)	54	$1,268.0	$6,686.7	$2,077.7	$5,025.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$41,400	$54,085	$52,320	$65,000
BONUS	35	3,840	12,695	9,647	16,300
TOTAL COMPENSATION	63	45,500	61,138	54,000	75,000
AGE	62	38	46	46	54
YEARS OF EDUCATION	60	16	16	16	18
YEARS WITH PRESENT BANK	63	6	13	10	17
YEARS IN POSITION	62	2	5	4	7
REPORTING LEVEL	59	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	60	23	97	46	87
ASSET SIZE (MILLIONS)	63	$1,305.1	$7,180.5	$2,257.6	$4,505.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$16,890	$20,812	$20,500	$23,886
BONUS	11	916	2,450	2,024	3,800
TOTAL COMPENSATION	49	17,190	21,362	21,000	24,000
AGE	49	36	44	43	54
YEARS OF EDUCATION	47	12	14	14	16
YEARS WITH PRESENT BANK	49	7	12	10	15
YEARS IN POSITION	48	2	5	4	7
REPORTING LEVEL	48	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	10	22	18	35
ASSET SIZE (MILLIONS)	49	$1,291.5	$7,312.4	$2,115.5	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$25,000	$33,006	$33,000	$38,300
BONUS	16	3,896	5,578	4,775	7,074
TOTAL COMPENSATION	51	25,360	34,755	33,600	39,450
AGE	50	41	47	47	54
YEARS OF EDUCATION	48	12	14	14	16
YEARS WITH PRESENT BANK	51	9	16	14	23
YEARS IN POSITION	49	3	5	4	7
REPORTING LEVEL	49	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	20	98	54	133
ASSET SIZE (MILLIONS)	51	$1,300.0	$8,325.8	$2,115.5	$4,408.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,306	$18,223	$17,197	$20,850
BONUS	13	834	1,780	1,857	2,391
TOTAL COMPENSATION	46	15,607	18,726	17,851	21,125
AGE	45	33	41	37	51
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	46	6	11	8	13
YEARS IN POSITION	44	2	4	3	5
REPORTING LEVEL	44	5	5	5	5
TOTAL EMPLOYEES SUPERVISED	27	3	9	5	10
ASSET SIZE (MILLIONS)	46	$1,302.0	$11,406.6	$2,117.8	$4,432.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$28,500	$35,440	$35,220	$39,160
BONUS	31	1,350	5,579	3,800	6,000
TOTAL COMPENSATION	67	28,500	38,021	35,500	41,500
AGE	66	38	45	45	53
YEARS OF EDUCATION	64	16	16	16	18
YEARS WITH PRESENT BANK	67	5	15	12	22
YEARS IN POSITION	65	3	6	5	8
REPORTING LEVEL	63	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	64	11	33	17	39
ASSET SIZE (MILLIONS)	67	$1,305.1	$10,181.0	$2,257.6	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$34,001	$52,699	$43,000	$60,800
BONUS	25	4,455	14,109	8,200	14,750
TOTAL COMPENSATION	49	35,750	59,898	54,000	66,350
AGE	48	39	46	45	52
YEARS OF EDUCATION	46	16	16	16	17
YEARS WITH PRESENT BANK	49	6	12	11	16
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	48	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	47	15	92	30	70
ASSET SIZE (MILLIONS)	49	$1,331.5	$5,045.5	$2,400.0	$4,404.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$20,280	$27,206	$25,600	$30,000
BONUS	12	1,045	3,592	3,422	5,883
TOTAL COMPENSATION	51	20,500	28,051	25,800	31,144
AGE	48	34	45	45	58
YEARS OF EDUCATION	48	16	16	16	16
YEARS WITH PRESENT BANK	49	5	15	11	24
YEARS IN POSITION	49	2	5	3	7
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	2	8	7	11
ASSET SIZE (MILLIONS)	51	$1,358.0	$7,330.6	$2,305.2	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$27,530	$37,330	$35,739	$45,225
BONUS	23	2,525	5,895	5,000	8,096
TOTAL COMPENSATION	58	28,875	39,668	37,256	49,250
AGE	57	37	44	41	49
YEARS OF EDUCATION	56	16	17	16	18
YEARS WITH PRESENT BANK	58	4	9	8	12
YEARS IN POSITION	57	2	4	3	6
REPORTING LEVEL	57	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	11	17
ASSET SIZE (MILLIONS)	58	$1,295.7	$5,657.3	$2,077.7	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$32,000	$39,924	$38,186	$47,025
BONUS	24	2,800	6,233	6,282	9,000
TOTAL COMPENSATION	58	32,775	42,503	39,100	50,753
AGE	58	39	47	48	55
YEARS OF EDUCATION	56	16	16	16	17
YEARS WITH PRESENT BANK	58	6	16	16	24
YEARS IN POSITION	57	3	6	4	8
REPORTING LEVEL	56	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	56	9	33	23	45
ASSET SIZE (MILLIONS)	58	$1,222.0	$5,399.7	$1,784.9	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$18,000	$24,626	$23,900	$28,600
BONUS	12	1,242	2,334	2,000	3,563
TOTAL COMPENSATION	51	19,000	25,175	25,000	29,670
AGE	50	35	42	40	45
YEARS OF EDUCATION	51	13	15	16	16
YEARS WITH PRESENT BANK	50	6	12	10	17
YEARS IN POSITION	48	2	4	3	5
REPORTING LEVEL	50	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	33	2	9	4	13
ASSET SIZE (MILLIONS)	51	$1,223.0	$5,548.7	$1,676.8	$4,322.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$13,860	$16,386	$16,000	$19,000
BONUS	7	585	1,277	1,125	2,200
TOTAL COMPENSATION	39	14,170	16,615	16,000	19,000
AGE	38	28	35	31	38
YEARS OF EDUCATION	38	12	15	16	16
YEARS WITH PRESENT BANK	38	4	6	6	8
YEARS IN POSITION	38	2	3	2	3
REPORTING LEVEL	38	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	12	2	4	3	5
ASSET SIZE (MILLIONS)	39	$1,223.0	$6,765.9	$1,618.3	$3,974.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$11,595	$14,738	$14,250	$16,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	30	11,648	14,894	14,463	17,438
AGE	30	31	40	36	50
YEARS OF EDUCATION	29	12	14	14	16
YEARS WITH PRESENT BANK	30	7	12	10	14
YEARS IN POSITION	30	2	4	4	5
REPORTING LEVEL	27	7	7	6	5
TOTAL EMPLOYEES SUPERVISED	10	3	12	5	18
ASSET SIZE (MILLIONS)	30	$1,280.7	$9,177.6	$2,180.6	$4,431.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$13,260	$16,063	$16,000	$18,131
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	32	13,260	16,071	16,000	18,131
AGE	28	25	29	27	29
YEARS OF EDUCATION	30	17	18	18	18
YEARS WITH PRESENT BANK	28	1	2	2	2
YEARS IN POSITION	28	1	2	2	2
REPORTING LEVEL	29	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	32	$1,318.3	$5,132.8	$2,328.8	$4,478.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,920	$12,331	$12,000	$13,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	43	10,920	12,353	12,000	13,500
AGE	38	24	26	25	26
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	38	1	2	2	2
YEARS IN POSITION	38	1	2	2	2
REPORTING LEVEL	37	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	43	$1,300.0	$4,508.4	$2,040.0	$4,356.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$38,000	$52,112	$48,400	$59,800
BONUS	39	5,000	12,027	9,000	13,100
TOTAL COMPENSATION	63	38,298	59,557	54,032	71,239
AGE	63	42	47	46	52
YEARS OF EDUCATION	61	14	15	16	16
YEARS WITH PRESENT BANK	63	7	18	19	27
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	199	660	370	638
ASSET SIZE (MILLIONS)	63	$1,300.0	$9,031.3	$2,115.5	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$20,953	$34,428	$29,576	$41,000
BONUS	6	1,763	6,140	3,613	12,422
TOTAL COMPENSATION	25	20,953	35,901	29,576	42,349
AGE	25	37	46	47	52
YEARS OF EDUCATION	25	14	15	16	16
YEARS WITH PRESENT BANK	25	10	17	13	23
YEARS IN POSITION	25	3	4	4	6
REPORTING LEVEL	23	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	12	208	51	175
ASSET SIZE (MILLIONS)	25	$1,366.5	$7,182.5	$2,653.7	$8,412.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$13,600	$17,311	$17,225	$19,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	27	13,600	17,574	17,919	19,500
AGE	26	32	42	38	53
YEARS OF EDUCATION	25	12	14	14	16
YEARS WITH PRESENT BANK	27	8	14	11	20
YEARS IN POSITION	26	2	5	4	6
REPORTING LEVEL	25	7	6	6	5
TOTAL EMPLOYEES SUPERVISED	12	1	53	4	23
ASSET SIZE (MILLIONS)	27	$1,305.1	$7,569.9	$2,305.2	$4,501.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$32,000	$41,849	$39,000	$48,500
BONUS	34	2,300	7,510	4,475	10,125
TOTAL COMPENSATION	63	34,500	45,901	41,400	53,125
AGE	62	40	47	47	53
YEARS OF EDUCATION	60	16	16	16	17
YEARS WITH PRESENT BANK	63	6	14	12	20
YEARS IN POSITION	62	2	5	5	7
REPORTING LEVEL	61	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	59	15	55	27	69
ASSET SIZE (MILLIONS)	63	$1,300.0	$8,620.8	$2,120.0	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,015	$35,471	$33,800	$41,250
BONUS	13	2,420	4,794	4,186	6,169
TOTAL COMPENSATION	37	25,556	37,156	34,650	44,850
AGE	36	34	39	37	42
YEARS OF EDUCATION	36	16	16	16	17
YEARS WITH PRESENT BANK	37	7	13	11	14
YEARS IN POSITION	37	3	5	4	6
REPORTING LEVEL	36	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	3	18	6	14
ASSET SIZE (MILLIONS)	37	$1,301.3	$6,251.9	$2,305.2	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$21,050	$26,039	$24,500	$30,153
BONUS	10	1,566	2,870	2,418	5,026
TOTAL COMPENSATION	56	21,050	26,552	24,750	30,153
AGE	55	44	51	54	59
YEARS OF EDUCATION	52	13	15	16	16
YEARS WITH PRESENT BANK	56	5	13	11	18
YEARS IN POSITION	53	3	5	4	8
REPORTING LEVEL	55	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	48	6	32	16	45
ASSET SIZE (MILLIONS)	56	$1,453.3	$8,223.0	$2,417.3	$4,651.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$20,754	$26,152	$25,200	$31,650
BONUS	8	659	1,991	1,517	2,677
TOTAL COMPENSATION	49	20,754	26,477	25,506	31,650
AGE	48	33	40	39	45
YEARS OF EDUCATION	47	16	16	17	18
YEARS WITH PRESENT BANK	49	4	9	7	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	48	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	3	9	7	12
ASSET SIZE (MILLIONS)	49	$1,460.6	$5,862.9	$2,420.0	$4,503.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	59	$44,000	$60,893	$56,000	$74,500
BONUS	38	4,595	11,772	9,500	14,685
TOTAL COMPENSATION	59	45,084	68,475	62,461	86,000
AGE	57	46	50	50	55
YEARS OF EDUCATION	56	16	17	17	19
YEARS WITH PRESENT BANK	59	8	17	18	25
YEARS IN POSITION	57	3	6	5	8
REPORTING LEVEL	57	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	58	64	209	127	267
ASSET SIZE (MILLIONS)	59	$1,358.0	$10,735.1	$2,400.0	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$25,000	$31,629	$31,750	$38,150
BONUS	14	1,150	3,050	2,219	5,130
TOTAL COMPENSATION	52	25,000	32,450	31,750	38,375
AGE	50	39	44	43	49
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	10	16	14	23
YEARS IN POSITION	50	3	5	5	7
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	28	76	44	102
ASSET SIZE (MILLIONS)	52	$1,300.6	$7,112.8	$2,109.6	$4,406.1

Cash Compensation Data

Region V: East-South Central

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: LESS THAN $10 MILLION

Of the 190 banks submitting data for the East-South Central region, 15 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Branch Manager-Small
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
Instalment Loan Collector
Top Instalment Loan Officer
Junior Instalment Loan Officer
Top Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Operations Officer
Top Personnel Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 5
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$20.000	$23.608	$24.400	$30.000
BONUS	11	1.500	3.601	3.000	5.000
TOTAL COMPENSATION	15	21.600	26.248	28.200	30.000
AGE	15	36	44	41	49
YEARS OF EDUCATION	15	14	15	16	16
YEARS WITH PRESENT BANK	15	2	14	7	19
YEARS IN POSITION	15	2	8	5	12
REPORTING LEVEL	15	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	15	8	11	12	15
ASSET SIZE (MILLIONS)	15	$6.5	$7.2	$7.8	$8.7

GEOGRAPHIC REGION: 5
ASSET SIZE: LESS THAN $10 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$13.800	$16.357	$17.200	$20.075
BONUS	10	975	2.060	1.775	3.000
TOTAL COMPENSATION	12	15.855	18.073	18.250	22.431
AGE	12	31	38	35	43
YEARS OF EDUCATION	12	13	15	16	16
YEARS WITH PRESENT BANK	12	4	9	6	14
YEARS IN POSITION	12	2	5	3	8
REPORTING LEVEL	11	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	12	6	11	10	15
ASSET SIZE (MILLIONS)	12	$7.1	$7.3	$8.1	$8.8

GEOGRAPHIC REGION: 5
ASSET SIZE: LESS THAN $10 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$11.700	$13.209	$13.376	$14.775
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12.750	13.892	13.850	15.063
AGE	5	31	37	33	45
YEARS OF EDUCATION	6	12	14	13	16
YEARS WITH PRESENT BANK	6	2	8	7	14
YEARS IN POSITION	6	2	3	3	4
REPORTING LEVEL	6	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$6.1	$7.2	$7.1	$8.7

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $10 TO $19 MILLION

Of the 190 banks submitting data for the East-South Central region, 36 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
Instalment Loan Collector
Top Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Personnel Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$24,000	$28,378	$30,000	$32,750
BONUS	23	759	2,263	1,500	2,761
TOTAL COMPENSATION	36	24,694	29,823	31,250	34,112
AGE	36	40	50	46	60
YEARS OF EDUCATION	36	14	16	16	16
YEARS WITH PRESENT BANK	36	5	14	10	23
YEARS IN POSITION	34	4	9	7	10
REPORTING LEVEL	36	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	35	13	17	17	22
ASSET SIZE (MILLIONS)	36	$12.2	$14.5	$14.6	$16.3

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	34	$17,875	$20,593	$21,000	$23,001
BONUS	22	597	1,309	1,000	1,957
TOTAL COMPENSATION	34	18,475	21,440	21,220	24,175
AGE	31	33	39	39	43
YEARS OF EDUCATION	34	14	15	16	16
YEARS WITH PRESENT BANK	34	5	8	6	10
YEARS IN POSITION	32	2	5	4	7
REPORTING LEVEL	32	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	30	5	11	10	18
ASSET SIZE (MILLIONS)	34	$11.9	$14.3	$14.6	$16.1

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$11,000	$13,765	$13,800	$16,500
BONUS	8	373	672	588	808
TOTAL COMPENSATION	15	11,440	14,123	14,375	17,010
AGE	14	31	38	34	44
YEARS OF EDUCATION	15	12	13	12	14
YEARS WITH PRESENT BANK	14	3	6	5	6
YEARS IN POSITION	15	2	5	3	4
REPORTING LEVEL	13	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	13	3	4	3	5
ASSET SIZE (MILLIONS)	15	$13.0	$15.2	$15.0	$18.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$13,100	$16,159	$15,500	$20,544
BONUS	7	414	880	840	1,200
TOTAL COMPENSATION	11	13,900	16,719	15,800	21,840
AGE	11	29	39	41	45
YEARS OF EDUCATION	11	12	14	14	16
YEARS WITH PRESENT BANK	11	5	8	7	8
YEARS IN POSITION	11	2	5	5	7
REPORTING LEVEL	11	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	2	6	4	6
ASSET SIZE (MILLIONS)	11	$11.2	$14.1	$14.5	$15.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$11,000	$12,058	$11,555	$13,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	11,000	12,612	11,971	14,000
AGE	7	26	36	34	49
YEARS OF EDUCATION	7	13	15	14	16
YEARS WITH PRESENT BANK	7	3	8	5	16
YEARS IN POSITION	6	2	5	3	8
REPORTING LEVEL	7	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$11.2	$14.9	$15.5	$16.9

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 10 TO $ 19 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$12,000	$14,772	$14,400	$16,920
BONUS	6	386	1,129	700	2,095
TOTAL COMPENSATION	13	12,450	15,293	15,414	17,320
AGE	12	28	41	36	53
YEARS OF EDUCATION	13	14	15	16	16
YEARS WITH PRESENT BANK	13	3	11	4	20
YEARS IN POSITION	12	2	5	4	5
REPORTING LEVEL	11	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	2	5	4	8
ASSET SIZE (MILLIONS)	13	$14.5	$15.6	$15.5	$17.2

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$13,100	$16,032	$16,000	$18,450
BONUS	17	332	1,004	840	1,350
TOTAL COMPENSATION	25	13,932	16,715	16,800	19,350
AGE	24	31	40	37	49
YEARS OF EDUCATION	25	12	14	14	16
YEARS WITH PRESENT BANK	25	5	10	7	11
YEARS IN POSITION	24	1	4	4	6
REPORTING LEVEL	24	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	23	4	8	7	10
ASSET SIZE (MILLIONS)	25	$11.7	$14.3	$14.5	$16.7

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $20 TO $29 MILLION

Of the 190 banks submitting data for the East-South Central region, 42 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Trust Department Officer

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$29,000	$37,172	$35,000	$40,000
BONUS	24	1,530	4,278	3,625	4,954
TOTAL COMPENSATION	42	30,325	39,616	36,000	42,023
AGE	40	46	51	53	58
YEARS OF EDUCATION	41	14	15	16	16
YEARS WITH PRESENT BANK	40	5	15	12	24
YEARS IN POSITION	41	3	9	8	15
REPORTING LEVEL	42	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	41	26	34	33	39
ASSET SIZE (MILLIONS)	42	$22.3	$24.9	$25.0	$27.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$21,042	$24,323	$23,900	$27,750
BONUS	20	927	3,021	2,000	3,560
TOTAL COMPENSATION	36	22,450	26,001	25,700	29,395
AGE	35	40	46	43	56
YEARS OF EDUCATION	35	12	14	15	16
YEARS WITH PRESENT BANK	35	6	13	13	18
YEARS IN POSITION	34	3	7	6	10
REPORTING LEVEL	35	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	35	10	27	30	36
ASSET SIZE (MILLIONS)	36	$22.0	$24.6	$24.6	$27.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$11,600	$16,567	$18,400	$20,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	12,233	17,096	18,400	21,750
AGE	7	29	43	35	65
YEARS OF EDUCATION	8	12	14	13	16
YEARS WITH PRESENT BANK	7	4	15	11	25
YEARS IN POSITION	8	2	7	5	9
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	4	8	6	12
ASSET SIZE (MILLIONS)	9	$22.5	$25.0	$26.0	$27.7

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$10,040	$12,894	$12,300	$15,120
BONUS	20	713	1,384	1,059	1,833
TOTAL COMPENSATION	31	10,200	13,787	13,095	16,950
AGE	29	31	39	36	49
YEARS OF EDUCATION	30	12	14	14	16
YEARS WITH PRESENT BANK	30	5	10	9	12
YEARS IN POSITION	30	2	5	3	7
REPORTING LEVEL	31	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	2	4	4	5
ASSET SIZE (MILLIONS)	31	$23.0	$25.1	$25.0	$27.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$11,950	$15,718	$12,960	$18,750
BONUS	5	823	1,836	1,800	2,868
TOTAL COMPENSATION	9	12,133	16,738	14,080	20,568
AGE	8	31	38	35	40
YEARS OF EDUCATION	8	12	15	16	16
YEARS WITH PRESENT BANK	8	5	10	7	16
YEARS IN POSITION	7	2	3	3	6
REPORTING LEVEL	9	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	1	5	3	8
ASSET SIZE (MILLIONS)	9	$23.2	$25.4	$27.0	$27.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$16,000	$19,133	$20,000	$21,600
BONUS	5	1,478	1,835	2,000	2,110
TOTAL COMPENSATION	9	16,500	20,152	20,000	22,660
AGE	9	35	39	40	45
YEARS OF EDUCATION	9	12	14	14	16
YEARS WITH PRESENT BANK	9	3	7	6	10
YEARS IN POSITION	9	2	3	3	4
REPORTING LEVEL	9	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	3	10	4	19
ASSET SIZE (MILLIONS)	9	$23.2	$25.7	$25.0	$28.7

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$9.645	$11.682	$11.750	$14.232
BONUS	5	948	1.425	1.500	1.865
TOTAL COMPENSATION	8	11.119	12.573	12.250	14.482
AGE	8	28	36	35	44
YEARS OF EDUCATION	8	12	14	13	16
YEARS WITH PRESENT BANK	8	4	10	7	18
YEARS IN POSITION	8	3	4	3	4
REPORTING LEVEL	8	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	2	7	3	10
ASSET SIZE (MILLIONS)	8	$24.5	$25.8	$25.0	$28.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 20 TO $ 29 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$12.000	$13.103	$13.000	$14.258
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	12.300	13.823	14.300	15.108
AGE	5	26	31	33	35
YEARS OF EDUCATION	5	14	15	16	16
YEARS WITH PRESENT BANK	5	3	5	4	9
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	2	12	9	24
ASSET SIZE (MILLIONS)	5	$22.8	$24.9	$24.3	$27.3

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 20 TO $ 29 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$10,130	$10,950	$11,000	$11,975
BONUS	8	560	1,178	1,200	1,791
TOTAL COMPENSATION	14	10,490	11,623	11,914	13,275
AGE	14	28	35	32	37
YEARS OF EDUCATION	14	12	14	15	16
YEARS WITH PRESENT BANK	14	3	4	3	4
YEARS IN POSITION	14	2	3	3	3
REPORTING LEVEL	13	6	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	1	4	1	8
ASSET SIZE (MILLIONS)	14	$21.8	$24.6	$24.5	$26.8

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$12,525	$15,876	$15,900	$17,875
BONUS	10	656	1,615	1,725	2,473
TOTAL COMPENSATION	18	13,200	16,774	16,400	19,785
AGE	18	30	37	37	42
YEARS OF EDUCATION	18	12	14	15	16
YEARS WITH PRESENT BANK	18	5	8	7	11
YEARS IN POSITION	17	2	4	4	6
REPORTING LEVEL	18	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	16	2	6	4	5
ASSET SIZE (MILLIONS)	18	$21.9	$24.2	$24.0	$27.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$10,150	$11,778	$12,000	$12,883
BONUS	11	582	1,257	1,050	1,670
TOTAL COMPENSATION	18	11,689	12,546	12,791	13,245
AGE	18	29	36	34	44
YEARS OF EDUCATION	18	12	13	12	15
YEARS WITH PRESENT BANK	18	3	8	6	12
YEARS IN POSITION	18	2	3	2	3
REPORTING LEVEL	18	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	3	6	4	7
ASSET SIZE (MILLIONS)	18	$23.8	$25.8	$25.8	$28.2

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$10,000	$11,400	$10,600	$12,960
BONUS	7	400	866	887	1,280
TOTAL COMPENSATION	11	10,000	11,951	11,485	14,080
AGE	11	27	39	40	52
YEARS OF EDUCATION	11	12	14	14	16
YEARS WITH PRESENT BANK	11	3	11	6	15
YEARS IN POSITION	11	2	3	2	3
REPORTING LEVEL	11	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	6	1	9	5	13
ASSET SIZE (MILLIONS)	11	$22.0	$24.0	$24.0	$25.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$14,500	$17,807	$18,190	$19,518
BONUS	13	591	1,798	1,011	2,305
TOTAL COMPENSATION	23	14,500	18,823	18,500	21,000
AGE	21	33	43	40	53
YEARS OF EDUCATION	22	12	14	14	16
YEARS WITH PRESENT BANK	22	6	14	11	18
YEARS IN POSITION	21	3	4	4	5
REPORTING LEVEL	23	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	16	3	10	8	18
ASSET SIZE (MILLIONS)	23	$22.5	$25.5	$26.0	$29.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$14,630	$18,410	$18,000	$22,000
BONUS	18	765	1,714	1,378	2,179
TOTAL COMPENSATION	35	15,160	19,291	19,500	22,506
AGE	35	36	41	42	45
YEARS OF EDUCATION	35	12	14	14	16
YEARS WITH PRESENT BANK	35	6	12	9	17
YEARS IN POSITION	34	2	5	5	7
REPORTING LEVEL	35	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	33	13	22	23	31
ASSET SIZE (MILLIONS)	35	$22.0	$24.9	$25.0	$27.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$11,250	$14,688	$14,250	$16,900
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	12,230	15,017	14,250	17,287
AGE	7	29	39	38	51
YEARS OF EDUCATION	7	12	15	16	17
YEARS WITH PRESENT BANK	7	5	9	7	9
YEARS IN POSITION	7	2	3	3	4
REPORTING LEVEL	8	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	1	11	7	22
ASSET SIZE (MILLIONS)	8	$20.3	$23.2	$22.2	$26.2

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $30 TO $39 MILLION

Of the 190 banks submitting data for the East-South Central region, 25 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Mortgage Loan Officer
Officer Trainee (College Graduate Program)

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$32,500	$36,210	$35,200	$40,972
BONUS	20	4,042	6,509	5,835	8,839
TOTAL COMPENSATION	25	35,975	41,418	41,200	44,972
AGE	24	42	52	54	58
YEARS OF EDUCATION	25	14	15	16	16
YEARS WITH PRESENT BANK	23	9	19	17	27
YEARS IN POSITION	22	6	10	8	11
REPORTING LEVEL	25	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	24	30	37	38	47
ASSET SIZE (MILLIONS)	25	$31.3	$34.9	$35.0	$38.8

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$24,750	$29,190	$29,000	$33,300
BONUS	15	2,078	4,924	4,771	8,249
TOTAL COMPENSATION	21	25,886	32,707	31,000	38,539
AGE	20	38	47	44	57
YEARS OF EDUCATION	21	15	16	16	16
YEARS WITH PRESENT BANK	20	5	15	13	24
YEARS IN POSITION	19	3	6	5	9
REPORTING LEVEL	21	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	20	14	28	30	43
ASSET SIZE (MILLIONS)	21	$30.7	$34.6	$33.3	$38.7

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$16,230	$18,153	$18,250	$19,625
BONUS	5	925	1,693	1,500	2,558
TOTAL COMPENSATION	6	17,568	19,564	19,500	21,379
AGE	6	34	43	39	56
YEARS OF EDUCATION	6	12	14	14	16
YEARS WITH PRESENT BANK	6	5	15	13	27
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL	6	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	5	8	7	14
ASSET SIZE (MILLIONS)	6	$30.6	$35.1	$35.5	$39.2

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$10,800	$13,110	$13,250	$15,000
BONUS	12	988	1,807	1,500	2,378
TOTAL COMPENSATION	15	12,000	14,555	14,400	16,645
AGE	14	32	38	38	43
YEARS OF EDUCATION	14	12	13	13	13
YEARS WITH PRESENT BANK	14	5	12	8	18
YEARS IN POSITION	13	3	3	3	4
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	14	3	5	4	5
ASSET SIZE (MILLIONS)	15	$32.0	$35.8	$37.8	$39.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$11,263	$14,976	$14,250	$17,552
BONUS	7	600	1,295	964	1,800
TOTAL COMPENSATION	10	13,100	15,882	15,113	17,796
AGE	9	34	46	47	58
YEARS OF EDUCATION	8	13	15	16	16
YEARS WITH PRESENT BANK	10	4	16	12	27
YEARS IN POSITION	8	2	5	4	10
REPORTING LEVEL	9	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	10	$30.6	$34.6	$34.0	$38.7

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$16,250	$19,788	$20,000	$24,532
BONUS	8	1,115	2,641	2,100	3,827
TOTAL COMPENSATION	9	17,500	22,136	21,958	26,804
AGE	9	35	42	39	49
YEARS OF EDUCATION	9	12	14	13	16
YEARS WITH PRESENT BANK	9	3	12	9	19
YEARS IN POSITION	9	2	6	5	8
REPORTING LEVEL	9	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	3	15	5	34
ASSET SIZE (MILLIONS)	9	$30.6	$34.1	$32.0	$38.8

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$10,200	$12,217	$11,000	$13,920
BONUS	5	406	872	750	1,400
TOTAL COMPENSATION	7	10,950	12,840	12,000	15,220
AGE	7	30	36	36	37
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	7	5	10	10	13
YEARS IN POSITION	6	2	2	2	3
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$32.0	$36.3	$38.0	$39.8

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 30 TO $ 39 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$12,000	$15,245	$14,500	$19,300
BONUS	7	925	1,937	1,500	2,725
TOTAL COMPENSATION	7	14,012	17,181	15,708	22,500
AGE	7	34	37	34	39
YEARS OF EDUCATION	7	12	14	13	16
YEARS WITH PRESENT BANK	7	5	11	9	18
YEARS IN POSITION	6	3	4	4	6
REPORTING LEVEL	6	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	6	2	14	10	28
ASSET SIZE (MILLIONS)	7	$32.0	$36.2	$37.8	$39.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 30 TO $ 39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$8,500	$11,014	$11,000	$13,964
BONUS	5	625	1,220	850	2,000
TOTAL COMPENSATION	9	9,250	11,692	11,000	14,389
AGE	8	25	30	29	36
YEARS OF EDUCATION	9	12	14	15	16
YEARS WITH PRESENT BANK	9	3	6	4	8
YEARS IN POSITION	8	1	3	3	6
REPORTING LEVEL	7	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	9	$30.6	$35.2	$37.8	$38.8

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$15,000	$17,259	$16,000	$18,117
BONUS	11	1,000	2,208	2,250	3,000
TOTAL COMPENSATION	15	17,000	18,878	18,000	20,244
AGE	14	32	39	36	42
YEARS OF EDUCATION	15	12	14	15	16
YEARS WITH PRESENT BANK	15	4	10	9	13
YEARS IN POSITION	14	3	6	4	8
REPORTING LEVEL	13	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	3	4	3	5
ASSET SIZE (MILLIONS)	15	$30.7	$34.3	$33.0	$38.8

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$10,950	$12,962	$13,200	$14,500
BONUS	9	763	1,794	1,750	2,692
TOTAL COMPENSATION	13	11,863	14,204	15,850	16,392
AGE	12	32	38	36	45
YEARS OF EDUCATION	13	12	14	13	15
YEARS WITH PRESENT BANK	13	4	9	6	12
YEARS IN POSITION	12	2	4	3	3
REPORTING LEVEL	11	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	2	3	3	5
ASSET SIZE (MILLIONS)	13	$31.3	$34.4	$33.3	$38.3

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$11,258	$14,555	$14,325	$17,150
BONUS	5	394	1,144	850	2,042
TOTAL COMPENSATION	8	11,910	15,270	14,875	19,287
AGE	8	33	43	44	50
YEARS OF EDUCATION	8	12	14	14	16
YEARS WITH PRESENT BANK	8	6	13	9	26
YEARS IN POSITION	7	3	5	4	8
REPORTING LEVEL	6	4	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$32.0	$35.6	$36.4	$39.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$15,000	$17,389	$18,156	$20,400
BONUS	15	1,083	2,513	2,000	4,375
TOTAL COMPENSATION	17	18,337	19,606	20,160	22,535
AGE	17	36	44	40	55
YEARS OF EDUCATION	17	12	14	13	16
YEARS WITH PRESENT BANK	17	4	11	6	9
YEARS IN POSITION	15	2	3	3	4
REPORTING LEVEL	15	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	14	3	6	5	7
ASSET SIZE (MILLIONS)	17	$30.7	$34.9	$35.4	$38.8

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$14,325	$19,578	$20,375	$23,450
BONUS	10	892	2,004	1,538	3,581
TOTAL COMPENSATION	16	16,281	20,831	20,558	25,700
AGE	16	35	45	47	51
YEARS OF EDUCATION	16	12	14	14	16
YEARS WITH PRESENT BANK	16	7	19	23	27
YEARS IN POSITION	15	2	8	5	12
REPORTING LEVEL	16	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	16	25	23	31
ASSET SIZE (MILLIONS)	16	$30.7	$34.6	$34.0	$38.8

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$8,730	$15,047	$13,330	$21,575
BONUS	5	275	1,450	496	3,103
TOTAL COMPENSATION	6	9,722	16,255	13,578	25,375
AGE	6	28	37	40	43
YEARS OF EDUCATION	6	12	15	16	16
YEARS WITH PRESENT BANK	5	6	10	11	13
YEARS IN POSITION	5	2	5	3	9
REPORTING LEVEL	6	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	3	18	10	37
ASSET SIZE (MILLIONS)	6	$31.6	$35.5	$35.4	$39.8

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$13,450	$18,354	$18,750	$22,506
BONUS	5	1,718	2,452	2,000	3,413
TOTAL COMPENSATION	6	15,276	20,398	20,750	24,126
AGE	6	36	47	45	59
YEARS OF EDUCATION	6	12	15	15	18
YEARS WITH PRESENT BANK	6	6	11	6	14
YEARS IN POSITION	5	3	4	3	5
REPORTING LEVEL	6	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	1	2	2	3
ASSET SIZE (MILLIONS)	6	$32.4	$36.0	$36.9	$39.1

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $40 TO $49 MILLION

Of the 190 banks submitting data for the East-South Central region, 17 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Business Development Officer
Junior Commercial Loan Officer

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$37,600	$45,880	$46,000	$51,950
BONUS	9	2,899	6,658	5,000	10,354
TOTAL COMPENSATION	17	37,650	49,405	46,000	58,865
AGE	17	51	56	55	63
YEARS OF EDUCATION	17	16	16	16	17
YEARS WITH PRESENT BANK	17	14	23	23	31
YEARS IN POSITION	16	4	12	14	19
REPORTING LEVEL	17	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	16	38	48	51	53
ASSET SIZE (MILLIONS)	17	$41.1	$44.6	$46.1	$47.3

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$24,938	$29,429	$28,330	$34,325
BONUS	8	2,167	5,396	5,516	8,015
TOTAL COMPENSATION	14	26,450	32,513	30,650	40,203
AGE	14	43	50	47	57
YEARS OF EDUCATION	14	12	15	16	16
YEARS WITH PRESENT BANK	14	11	21	19	31
YEARS IN POSITION	13	5	9	7	12
REPORTING LEVEL	13	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	11	8	30	17	49
ASSET SIZE (MILLIONS)	14	$43.2	$45.4	$46.6	$47.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$16,380	$18,857	$17,350	$22,050
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	17,192	20,814	18,984	23,898
AGE	6	33	37	35	41
YEARS OF EDUCATION	6	12	14	15	16
YEARS WITH PRESENT BANK	6	6	10	10	15
YEARS IN POSITION	5	2	6	3	13
REPORTING LEVEL	6	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	5	11	11	16
ASSET SIZE (MILLIONS)	6	$40.0	$43.2	$43.0	$46.4

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$9,400	$11,402	$10,600	$12,875
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	9,400	11,738	11,046	12,875
AGE	14	35	44	44	54
YEARS OF EDUCATION	14	12	13	12	13
YEARS WITH PRESENT BANK	14	7	16	17	24
YEARS IN POSITION	13	2	5	3	7
REPORTING LEVEL	13	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	2	3	3	4
ASSET SIZE (MILLIONS)	14	$40.9	$44.5	$45.7	$47.4

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$17,700	$21,600	$21,000	$26,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	17,700	22,403	23,409	26,400
AGE	6	30	35	34	42
YEARS OF EDUCATION	6	16	16	16	16
YEARS WITH PRESENT BANK	6	3	8	6	11
YEARS IN POSITION	6	2	4	4	5
REPORTING LEVEL	5	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	5	3	7	7	12
ASSET SIZE (MILLIONS)	6	$40.9	$44.6	$45.6	$47.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 40 TO $ 49 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$11,388	$13,709	$13,250	$15,150
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	11,977	13,934	13,250	15,150
AGE	6	31	43	45	52
YEARS OF EDUCATION	6	12	14	14	16
YEARS WITH PRESENT BANK	6	9	18	13	33
YEARS IN POSITION	5	2	6	4	10
REPORTING LEVEL	6	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	1	9	8	19
ASSET SIZE (MILLIONS)	6	$41.5	$45.7	$47.6	$48.2

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$9,010	$11,325	$11,070	$13,610
BONUS	5	763	1,770	1,602	2,862
TOTAL COMPENSATION	8	9,540	12,431	12,051	15,689
AGE	8	30	35	34	37
YEARS OF EDUCATION	8	12	13	12	14
YEARS WITH PRESENT BANK	8	5	9	8	13
YEARS IN POSITION	8	3	5	4	7
REPORTING LEVEL	8	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$41.0	$44.8	$46.6	$47.2

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$13,050	$16,635	$17,000	$19,800
BONUS	5	1,200	2,511	2,434	3,861
TOTAL COMPENSATION	9	14,675	18,030	17,450	21,017
AGE	9	31	35	33	40
YEARS OF EDUCATION	9	13	14	14	16
YEARS WITH PRESENT BANK	9	6	10	9	15
YEARS IN POSITION	8	3	5	4	7
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	5	8	7	11
ASSET SIZE (MILLIONS)	9	$40.5	$44.2	$45.3	$47.3

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$10,250	$12,980	$13,620	$14,660
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	10,250	13,685	13,750	15,972
AGE	6	27	31	29	36
YEARS OF EDUCATION	6	12	14	15	16
YEARS WITH PRESENT BANK	6	2	8	6	15
YEARS IN POSITION	5	2	4	2	8
REPORTING LEVEL	6	5	4	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$40.0	$43.8	$44.0	$47.4

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$9,750	$12,596	$12,950	$13,888
BONUS	7	815	1,357	1,450	1,692
TOTAL COMPENSATION	12	11,111	13,388	13,200	14,504
AGE	11	31	44	46	54
YEARS OF EDUCATION	12	12	14	14	16
YEARS WITH PRESENT BANK	12	4	18	18	32
YEARS IN POSITION	12	1	4	2	6
REPORTING LEVEL	11	4	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	12	$42.5	$45.2	$46.2	$47.3

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$13,725	$19,148	$20,750	$23,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	14,350	21,040	22,500	26,337
AGE	12	30	38	38	47
YEARS OF EDUCATION	12	14	15	16	16
YEARS WITH PRESENT BANK	12	4	10	6	18
YEARS IN POSITION	11	2	5	4	6
REPORTING LEVEL	12	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	4	10	8	16
ASSET SIZE (MILLIONS)	12	$40.3	$44.9	$46.6	$47.8

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$13,846	$20,758	$16,400	$29,850
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	15,159	22,707	18,518	32,350
AGE	5	32	41	39	52
YEARS OF EDUCATION	5	16	16	16	18
YEARS WITH PRESENT BANK	5	5	11	8	18
YEARS IN POSITION	5	3	4	4	5
REPORTING LEVEL	5	4	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$41.6	$45.1	$47.2	$47.6

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 40 TO $ 49 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$8,650	$10,700	$10,700	$12,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	8,650	11,220	10,700	14,050
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$43.5	$46.2	$47.2	$48.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$18,775	$29,788	$20,500	$22,900
BONUS	9	1,555	2,945	2,000	4,257
TOTAL COMPENSATION	16	18,775	31,445	22,000	26,724
AGE	16	35	42	44	50
YEARS OF EDUCATION	16	12	14	15	16
YEARS WITH PRESENT BANK	16	6	13	12	21
YEARS IN POSITION	15	2	6	6	9
REPORTING LEVEL	15	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	16	13	23	24	34
ASSET SIZE (MILLIONS)	16	$41.0	$44.4	$45.7	$47.2

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,450	$16,033	$14,600	$20,700
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12,450	17,788	16,304	22,480
AGE	6	38	47	47	55
YEARS OF EDUCATION	6	12	14	13	15
YEARS WITH PRESENT BANK	6	3	9	10	13
YEARS IN POSITION	6	2	4	3	6
REPORTING LEVEL	6	4	3	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$40.9	$45.1	$46.7	$47.7

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$12,900	$17,620	$17,619	$21,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	12,900	19,145	18,364	23,178
AGE	8	37	43	43	49
YEARS OF EDUCATION	8	12	14	14	16
YEARS WITH PRESENT BANK	8	8	12	11	13
YEARS IN POSITION	7	2	4	3	5
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	2	4	3	6
ASSET SIZE (MILLIONS)	8	$42.5	$45.2	$46.5	$47.3

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $50 to $99 MILLION

Of the 190 banks submitting data for the East-South Central region, 25 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Advertising Officer
Top Bank Investment Officer
Bond Department Manager
Top Branch Administration Officer
Top Business Development Officer
Business Development Officer
Commercial Credit Department Manager
Junior Commercial Loan Officer
Top Correspondent Bank Officer
Top International Banking Officer
Junior Mortgage Loan Officer
Officer Trainee (Master's Degree)
Officer Trainee (Bachelor's Degree Only)
Personal Banking Manager
Personal Banking Officer
Portfolio Manager
Training Director

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$37,080	$47,841	$46,700	$60,000
BONUS	8	2,900	8,122	7,260	13,265
TOTAL COMPENSATION	23	37,080	50,666	52,520	60,646
AGE	22	44	52	54	59
YEARS OF EDUCATION	22	15	15	16	16
YEARS WITH PRESENT BANK	22	8	18	16	28
YEARS IN POSITION	21	5	8	8	10
REPORTING LEVEL	22	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	22	46	69	75	96
ASSET SIZE (MILLIONS)	23	$57.0	$70.0	$69.0	$80.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$30,000	$35,235	$32,000	$42,000
BONUS	8	2,595	4,969	4,656	8,188
TOTAL COMPENSATION	20	32,400	37,223	35,021	42,656
AGE	19	42	48	45	56
YEARS OF EDUCATION	19	12	15	16	16
YEARS WITH PRESENT BANK	19	5	15	17	22
YEARS IN POSITION	18	2	5	5	7
REPORTING LEVEL	17	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	19	17	53	59	81
ASSET SIZE (MILLIONS)	20	$57.8	$70.4	$72.0	$79.6

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$19,360	$27,239	$29,000	$31,570
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	23,500	28,075	29,000	31,570
AGE	10	31	43	42	55
YEARS OF EDUCATION	10	12	14	15	16
YEARS WITH PRESENT BANK	10	5	13	12	17
YEARS IN POSITION	10	2	5	5	8
REPORTING LEVEL	9	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	7	38	33	71
ASSET SIZE (MILLIONS)	11	$56.0	$69.8	$75.0	$81.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$16,000	$19,890	$19,800	$23,825
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	16,000	19,890	19,800	23,825
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION	5	13	14	14	16
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL	5	5	4	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$65.5	$74.8	$77.0	$83.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$14,000	$16,486	$16,500	$18,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	14,000	16,657	17,520	18,000
AGE	7	28	33	31	38
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	7	4	6	5	7
YEARS IN POSITION	7	2	4	4	5
REPORTING LEVEL	7	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	5	8	6	12
ASSET SIZE (MILLIONS)	7	$77.0	$79.6	$81.0	$85.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$12,000	$14,904	$14,520	$16,000
BONUS	6	445	1,510	826	2,186
TOTAL COMPENSATION	19	12,750	15,380	14,520	16,200
AGE	19	30	41	40	52
YEARS OF EDUCATION	19	12	14	14	16
YEARS WITH PRESENT BANK	19	6	13	11	18
YEARS IN POSITION	19	2	5	3	6
REPORTING LEVEL	18	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	19	3	5	5	7
ASSET SIZE (MILLIONS)	19	$57.0	$70.2	$69.0	$81.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$18,000	$22,744	$22,380	$26,000
BONUS	5	1,071	2,997	2,178	5,333
TOTAL COMPENSATION	11	18,692	24,106	24,066	26,378
AGE	10	35	43	42	50
YEARS OF EDUCATION	10	13	15	16	16
YEARS WITH PRESENT BANK	10	3	14	11	27
YEARS IN POSITION	10	2	4	3	6
REPORTING LEVEL	10	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	10	5	16	6	15
ASSET SIZE (MILLIONS)	11	$56.0	$70.3	$69.0	$81.6

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$15,400	$22,480	$22,500	$25,000
BONUS	5	900	2,169	1,533	3,755
TOTAL COMPENSATION	15	16,200	23,203	23,200	29,000
AGE	15	35	42	39	46
YEARS OF EDUCATION	15	13	15	16	16
YEARS WITH PRESENT BANK	15	4	13	13	17
YEARS IN POSITION	15	4	5	5	7
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	2	10	3	6
ASSET SIZE (MILLIONS)	15	$56.0	$70.4	$69.0	$81.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$13.200	$17.079	$16.000	$23.000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	14.395	18.582	16.000	24.000
AGE	6	29	31	32	33
YEARS OF EDUCATION	6	13	14	14	16
YEARS WITH PRESENT BANK	6	5	7	7	11
YEARS IN POSITION	6	2	4	4	6
REPORTING LEVEL	6	7	5	4	3
TOTAL EMPLOYEES SUPERVISED	6	4	6	5	8
ASSET SIZE (MILLIONS)	7	$55.3	$70.5	$76.0	$78.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$21.100	$26.410	$25.050	$32.678
BONUS	6	1.943	3.855	4.325	5.469
TOTAL COMPENSATION	14	23.600	28.062	28.255	33.375
AGE	13	38	45	43	55
YEARS OF EDUCATION	13	14	15	16	16
YEARS WITH PRESENT BANK	13	6	15	12	23
YEARS IN POSITION	13	3	5	5	8
REPORTING LEVEL	12	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	11	2	20	4	25
ASSET SIZE (MILLIONS)	14	$58.8	$71.1	$72.5	$81.7

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$9,889	$12,841	$11,000	$16,175
BONUS	7	430	1,060	765	1,000
TOTAL COMPENSATION	9	11,022	13,665	12,200	16,675
AGE	8	31	39	38	48
YEARS OF EDUCATION	8	12	13	12	15
YEARS WITH PRESENT BANK	8	2	5	4	10
YEARS IN POSITION	8	2	3	2	4
REPORTING LEVEL	8	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	6	1	2	1	3
ASSET SIZE (MILLIONS)	9	$54.6	$69.7	$66.0	$81.7

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$13,875	$16,949	$18,100	$20,390
BONUS	8	963	2,210	1,458	3,109
TOTAL COMPENSATION	16	15,613	18,054	18,750	21,551
AGE	15	34	40	37	46
YEARS OF EDUCATION	15	12	13	12	16
YEARS WITH PRESENT BANK	15	4	10	9	11
YEARS IN POSITION	15	2	5	4	8
REPORTING LEVEL	15	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	15	3	5	5	6
ASSET SIZE (MILLIONS)	16	$58.5	$71.1	$72.0	$80.3

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$12,450	$17,153	$14,750	$18,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	18	13,275	17,533	14,750	19,147
AGE	17	33	39	37	46
YEARS OF EDUCATION	17	12	13	12	16
YEARS WITH PRESENT BANK	17	6	12	8	18
YEARS IN POSITION	17	2	6	4	6
REPORTING LEVEL	16	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	1	16	5	10
ASSET SIZE (MILLIONS)	18	$55.9	$70.2	$72.5	$80.2

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$11,450	$15,996	$16,200	$18,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	11,450	16,858	16,200	19,500
AGE	12	32	43	42	54
YEARS OF EDUCATION	12	12	14	13	16
YEARS WITH PRESENT BANK	12	7	14	10	18
YEARS IN POSITION	12	2	4	3	8
REPORTING LEVEL	9	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	1	14	1	20
ASSET SIZE (MILLIONS)	13	$55.5	$69.2	$69.0	$80.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,625	$19,412	$17,700	$27,393
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	13,526	20,234	18,400	27,393
AGE	5	33	41	35	52
YEARS OF EDUCATION	5	10	14	16	17
YEARS WITH PRESENT BANK	5	4	10	9	18
YEARS IN POSITION	5	2	5	5	8
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$63.2	$77.2	$78.8	$87.9

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$13,575	$17,575	$15,750	$22,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	14,071	17,898	16,000	22,925
AGE	8	31	34	35	36
YEARS OF EDUCATION	8	13	15	16	16
YEARS WITH PRESENT BANK	8	2	8	7	13
YEARS IN POSITION	8	1	3	3	5
REPORTING LEVEL	8	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	2	4	5	5
ASSET SIZE (MILLIONS)	8	$69.0	$76.9	$77.2	$84.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$20,125	$23,022	$24,315	$26,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	21,384	24,851	25,285	27,750
AGE	5	39	51	51	62
YEARS OF EDUCATION	5	14	15	16	16
YEARS WITH PRESENT BANK	5	4	10	8	18
YEARS IN POSITION	5	4	7	8	11
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	1	2	1	4
ASSET SIZE (MILLIONS)	6	$66.7	$78.0	$78.8	$87.9

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$13,700	$19,160	$21,000	$23,700
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	14,190	19,356	21,000	23,700
AGE	5	34	47	49	60
YEARS OF EDUCATION	5	12	14	14	16
YEARS WITH PRESENT BANK	5	5	17	13	31
YEARS IN POSITION	5	2	5	5	9
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$55.5	$64.0	$63.0	$73.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$11,046	$12,131	$12,300	$14,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	11,514	13,009	13,300	14,550
AGE	5	36	46	43	59
YEARS OF EDUCATION	5	12	12	12	13
YEARS WITH PRESENT BANK	5	10	19	13	32
YEARS IN POSITION	5	2	4	4	6
REPORTING LEVEL	5	13	7	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$55.0	$71.3	$76.0	$82.4

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$16,000	$20,266	$20,565	$23,300
BONUS	9	575	2,398	1,090	4,075
TOTAL COMPENSATION	17	16,696	21,536	21,500	24,358
AGE	16	36	43	40	51
YEARS OF EDUCATION	16	12	14	14	16
YEARS WITH PRESENT BANK	16	6	15	11	25
YEARS IN POSITION	16	2	5	5	8
REPORTING LEVEL	15	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	16	10	24	20	36
ASSET SIZE (MILLIONS)	17	$56.5	$70.4	$69.0	$80.8

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$12,125	$16,392	$15,500	$19,375
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	12,125	17,061	16,269	20,842
AGE	11	34	45	45	54
YEARS OF EDUCATION	11	12	14	13	14
YEARS WITH PRESENT BANK	11	5	12	8	21
YEARS IN POSITION	11	2	4	2	8
REPORTING LEVEL	10	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	3	39	38	74
ASSET SIZE (MILLIONS)	12	$64.7	$72.7	$76.0	$79.6

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$11,250	$18,305	$19,750	$23,010
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	11,250	19,898	21,825	27,225
AGE	7	37	46	44	57
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	7	5	21	22	37
YEARS IN POSITION	7	2	7	5	12
REPORTING LEVEL	5	4	3	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$64.7	$73.3	$76.0	$81.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$17,550	$25,835	$26,750	$32,371
BONUS	6	1,025	3,276	2,117	6,231
TOTAL COMPENSATION	14	20,550	27,239	27,000	33,678
AGE	13	39	48	47	57
YEARS OF EDUCATION	13	13	15	16	17
YEARS WITH PRESENT BANK	13	6	17	15	27
YEARS IN POSITION	13	3	8	7	13
REPORTING LEVEL	12	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	1	8	2	4
ASSET SIZE (MILLIONS)	14	$67.8	$74.9	$76.5	$81.7

GEOGRAPHIC REGION: 5
ASSET SIZE: $ 50 TO $ 99 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$11,538	$14,279	$12,733	$17,385
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	11,735	14,815	13,725	18,519
AGE	8	34	41	41	45
YEARS OF EDUCATION	8	12	13	13	15
YEARS WITH PRESENT BANK	8	7	18	18	26
YEARS IN POSITION	8	4	6	6	8
REPORTING LEVEL	7	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$56.2	$69.9	$66.6	$80.3

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $100 TO $249 MILLION

Of the 190 banks submitting data for the East-South Central region, 21 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Advertising Officer
Top Bank Investment Officer
Bond Department Manager
Branch Manager-Large
Top International Banking Officer
Junior Mortgage Loan Officer
Officer Trainee (Master's Degree)
Personal Banking Manager
Personal Banking Officer
Portfolio Manager
Training Director

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$55,500	$64,645	$61,000	$72,500
BONUS	9	1,210	4,830	4,175	4,813
TOTAL COMPENSATION	21	57,950	66,715	61,000	73,750
AGE	21	44	52	53	58
YEARS OF EDUCATION	21	16	17	16	18
YEARS WITH PRESENT BANK	21	8	16	14	22
YEARS IN POSITION	21	4	8	7	11
REPORTING LEVEL	21	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	20	151	200	188	263
ASSET SIZE (MILLIONS)	21	$120.0	$151.2	$148.8	$178.9

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$37,125	$43,299	$44,150	$51,250
BONUS	8	465	3,337	2,676	5,270
TOTAL COMPENSATION	18	37,125	44,782	45,400	53,638
AGE	18	43	50	48	56
YEARS OF EDUCATION	18	16	16	16	17
YEARS WITH PRESENT BANK	18	6	15	11	22
YEARS IN POSITION	18	3	6	6	7
REPORTING LEVEL	18	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	17	16	113	100	187
ASSET SIZE (MILLIONS)	18	$114.3	$148.4	$137.9	$176.9

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$25,375	$29,666	$27,764	$33,875
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	25,632	30,823	29,428	33,985
AGE	8	35	45	42	59
YEARS OF EDUCATION	8	16	16	16	16
YEARS WITH PRESENT BANK	8	5	11	8	18
YEARS IN POSITION	8	3	6	5	8
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	3	38	13	84
ASSET SIZE (MILLIONS)	8	$128.0	$153.3	$152.2	$176.3

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$22,000	$26,694	$27,000	$29,000
BONUS	6	1,100	2,002	2,033	2,910
TOTAL COMPENSATION	15	22,500	27,494	27,000	31,646
AGE	15	38	41	40	43
YEARS OF EDUCATION	15	12	15	16	17
YEARS WITH PRESENT BANK	15	9	16	15	19
YEARS IN POSITION	15	2	4	3	6
REPORTING LEVEL	15	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	14	47	64	68	86
ASSET SIZE (MILLIONS)	15	$115.8	$153.3	$155.6	$182.8

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$17,125	$20,949	$20,650	$25,350
BONUS	7	910	1,025	1,050	1,341
TOTAL COMPENSATION	18	17,175	21,347	20,650	25,707
AGE	18	38	44	42	47
YEARS OF EDUCATION	18	12	14	14	16
YEARS WITH PRESENT BANK	18	7	14	14	21
YEARS IN POSITION	18	2	7	6	11
REPORTING LEVEL	18	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	18	10	15	15	18
ASSET SIZE (MILLIONS)	18	$114.3	$152.4	$144.0	$186.6

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$13,560	$15,641	$15,000	$17,500
BONUS	7	200	656	725	910
TOTAL COMPENSATION	19	14,000	15,883	15,000	17,500
AGE	19	32	39	36	40
YEARS OF EDUCATION	19	12	14	14	16
YEARS WITH PRESENT BANK	19	6	12	9	17
YEARS IN POSITION	19	3	4	4	6
REPORTING LEVEL	19	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	19	6	7	7	8
ASSET SIZE (MILLIONS)	19	$124.2	$155.0	$149.1	$182.8

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$17,500	$22,850	$22,850	$27,850
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	17,550	23,154	23,662	27,850
AGE	6	38	47	46	57
YEARS OF EDUCATION	6	15	16	16	16
YEARS WITH PRESENT BANK	6	3	11	10	19
YEARS IN POSITION	6	2	4	3	5
REPORTING LEVEL	6	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	6	3	4	4	4
ASSET SIZE (MILLIONS)	6	$149.0	$182.1	$178.9	$215.7

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$11,550	$18,009	$17,500	$19,715
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	11,650	18,327	17,500	19,715
AGE	8	35	43	37	54
YEARS OF EDUCATION	9	14	15	16	16
YEARS WITH PRESENT BANK	8	4	6	6	7
YEARS IN POSITION	8	2	3	3	5
REPORTING LEVEL	9	5	4	3	3
TOTAL EMPLOYEES SUPERVISED	5	1	2	3	3
ASSET SIZE (MILLIONS)	9	$140.3	$173.5	$175.0	$201.4

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$12,750	$14,878	$15,000	$16,500
BONUS	5	500	800	917	1,043
TOTAL COMPENSATION	9	13,415	15,322	15,000	17,128
AGE	9	32	36	33	38
YEARS OF EDUCATION	8	15	15	16	16
YEARS WITH PRESENT BANK	9	7	8	8	10
YEARS IN POSITION	9	2	4	2	7
REPORTING LEVEL	9	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	2	5	5	7
ASSET SIZE (MILLIONS)	9	$120.4	$149.8	$149.1	$173.4

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$22,125	$26,018	$24,000	$31,500
BONUS	7	200	1,446	2,045	2,165
TOTAL COMPENSATION	12	22,875	26,862	24,700	31,900
AGE	12	35	43	40	50
YEARS OF EDUCATION	12	14	15	15	16
YEARS WITH PRESENT BANK	12	5	12	9	15
YEARS IN POSITION	12	2	5	4	8
REPORTING LEVEL	12	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	12	4	7	6	8
ASSET SIZE (MILLIONS)	12	$125.0	$153.8	$152.2	$180.8

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$19,750	$22,754	$23,000	$26,600
BONUS	7	200	1,427	1,610	2,580
TOTAL COMPENSATION	17	20,000	23,342	23,200	26,650
AGE	16	32	38	38	43
YEARS OF EDUCATION	17	14	15	16	16
YEARS WITH PRESENT BANK	17	6	8	8	10
YEARS IN POSITION	17	3	5	4	7
REPORTING LEVEL	17	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	10	1	3	1	6
ASSET SIZE (MILLIONS)	17	$120.0	$150.5	$149.1	$178.9

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$12,000	$15,114	$14,500	$17,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	12,200	15,521	15,010	17,300
AGE	7	28	34	35	39
YEARS OF EDUCATION	7	12	15	16	16
YEARS WITH PRESENT BANK	7	3	5	4	7
YEARS IN POSITION	7	2	4	3	6
REPORTING LEVEL	7	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$110.0	$145.0	$149.1	$175.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$25,010	$32,704	$30,000	$41,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	25,010	34,080	30,000	45,190
AGE	5	39	49	50	58
YEARS OF EDUCATION	5	16	16	16	16
YEARS WITH PRESENT BANK	5	4	10	4	21
YEARS IN POSITION	5	2	4	4	7
REPORTING LEVEL	5	3	2	2	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$109.9	$156.1	$155.6	$202.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$18,000	$24,040	$25,000	$29,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	18,000	24,451	25,000	30,855
AGE	7	36	39	39	44
YEARS OF EDUCATION	7	14	15	16	16
YEARS WITH PRESENT BANK	7	2	9	9	10
YEARS IN POSITION	7	2	5	5	9
REPORTING LEVEL	7	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	9	19	17	26
ASSET SIZE (MILLIONS)	7	$110.0	$147.1	$138.8	$163.9

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$25,850	$31,271	$31,000	$37,250
BONUS	6	175	2,264	2,369	3,986
TOTAL COMPENSATION	17	25,950	32,070	31,000	38,900
AGE	17	37	44	45	50
YEARS OF EDUCATION	17	16	16	16	17
YEARS WITH PRESENT BANK	17	5	10	7	17
YEARS IN POSITION	17	2	5	5	7
REPORTING LEVEL	17	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	16	4	31	9	62
ASSET SIZE (MILLIONS)	17	$120.0	$143.7	$138.8	$160.4

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$11,400	$14,038	$13,008	$17,500
BONUS	5	470	853	840	1,243
TOTAL COMPENSATION	15	11,400	14,322	13,840	17,640
AGE	15	30	36	33	39
YEARS OF EDUCATION	15	12	14	13	16
YEARS WITH PRESENT BANK	15	3	6	6	8
YEARS IN POSITION	15	1	3	2	5
REPORTING LEVEL	15	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	13	2	5	3	8
ASSET SIZE (MILLIONS)	15	$115.8	$144.5	$148.8	$163.9

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$18,350	$22,590	$20,250	$27,626
BONUS	5	556	1,363	915	2,394
TOTAL COMPENSATION	16	18,625	23,016	21,381	27,626
AGE	16	36	42	42	46
YEARS OF EDUCATION	16	12	14	14	16
YEARS WITH PRESENT BANK	16	7	13	11	16
YEARS IN POSITION	16	2	5	5	7
REPORTING LEVEL	16	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	16	9	18	13	24
ASSET SIZE (MILLIONS)	16	$117.9	$149.7	$143.8	$170.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$13,000	$15,359	$14,850	$18,000
BONUS	6	169	639	679	1,090
TOTAL COMPENSATION	17	13,578	15,584	14,850	18,135
AGE	17	32	35	35	37
YEARS OF EDUCATION	17	12	14	16	16
YEARS WITH PRESENT BANK	17	5	9	8	11
YEARS IN POSIT	16	2	4	4	5
REPORTING LEVEL	17	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	13	1	5	4	7
ASSET SIZE (MILLIONS)	17	$124.6	$152.2	$149.1	$178.9

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$15,400	$18,004	$18,500	$19,500
BONUS	6	175	811	987	1,243
TOTAL COMPENSATION	17	15,633	18,290	18,500	19,888
AGE	17	31	39	37	48
YEARS OF EDUCATION	16	13	15	16	17
YEARS WITH PRESENT BANK	17	5	12	8	20
YEARS IN POSITION	17	3	5	3	7
REPORTING LEVEL	17	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	16	2	3	3	3
ASSET SIZE (MILLIONS)	17	$120.0	$153.2	$149.1	$178.9

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$19,300	$23,170	$22,550	$28,425
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	19,375	23,362	23,359	28,425
AGE	10	31	44	36	65
YEARS OF EDUCATION	10	13	15	15	16
YEARS WITH PRESENT BANK	10	3	9	7	11
YEARS IN POSITION	10	3	4	3	5
REPORTING LEVEL	10	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	7	2	7	3	13
ASSET SIZE (MILLIONS)	10	$122.7	$148.2	$146.3	$176.9

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$16,800	$23,325	$23,500	$29,000
BONUS	5	150	866	458	1,785
TOTAL COMPENSATION	15	16,800	23,614	23,500	29,000
AGE	14	34	41	41	47
YEARS OF EDUCATION	14	16	16	16	16
YEARS WITH PRESENT BANK	14	4	8	5	8
YEARS IN POSITION	14	2	4	4	6
REPORTING LEVEL	15	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	1	10	4	9
ASSET SIZE (MILLIONS)	15	$115.8	$152.3	$149.1	$182.8

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$23,770	$26,153	$27,000	$28,368
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	23,770	26,835	27,000	29,370
AGE	9	35	40	38	48
YEARS OF EDUCATION	9	15	15	16	16
YEARS WITH PRESENT BANK	9	3	7	8	10
YEARS IN POSITION	9	3	5	4	8
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	2	5	3	5
ASSET SIZE (MILLIONS)	9	$125.0	$170.9	$175.0	$201.4

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$17,573	$19,117	$20,000	$20,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	17,573	19,558	20,300	21,313
AGE	9	34	44	43	56
YEARS OF EDUCATION	9	12	15	16	16
YEARS WITH PRESENT BANK	9	7	11	9	12
YEARS IN POSITION	9	2	5	3	8
REPORTING LEVEL	9	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	6	1	2	2	3
ASSET SIZE (MILLIONS)	9	$114.1	$155.1	$138.8	$193.9

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$10,750	$14,943	$14,930	$19,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	10,800	15,108	14,980	19,000
AGE	8	37	45	45	51
YEARS OF EDUCATION	8	13	15	16	16
YEARS WITH PRESENT BANK	8	10	18	15	27
YEARS IN POSITION	8	2	5	4	7
REPORTING LEVEL	8	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	3	13	11	21
ASSET SIZE (MILLIONS)	8	$106.9	$153.1	$136.9	$198.2

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$9,125	$10,184	$10,000	$11,118
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	9,125	10,263	10,135	11,208
AGE	8	24	26	26	26
YEARS OF EDUCATION	8	16	16	16	16
YEARS WITH PRESENT BANK	8	2	2	2	3
YEARS IN POSITION	8	2	2	2	3
REPORTING LEVEL	7	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	8	$121.1	$147.4	$148.9	$156.6

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$20,125	$25,768	$23,039	$33,750
BONUS	8	1,106	1,965	1,853	2,961
TOTAL COMPENSATION	16	20,775	26,751	24,058	34,211
AGE	16	40	45	43	51
YEARS OF EDUCATION	16	12	14	14	15
YEARS WITH PRESENT BANK	16	15	20	21	23
YEARS IN POSITION	16	2	5	6	8
REPORTING LEVEL	16	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	16	25	53	30	90
ASSET SIZE (MILLIONS)	16	$117.9	$152.5	$148.9	$180.8

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$14,038	$17,296	$17,000	$19,650
BONUS	5	463	1,030	1,200	1,513
TOTAL COMPENSATION	17	14,038	17,599	18,000	20,550
AGE	17	35	44	42	54
YEARS OF EDUCATION	17	12	14	12	16
YEARS WITH PRESENT BANK	17	8	13	11	15
YEARS IN POSITION	17	2	4	3	7
REPORTING LEVEL	17	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	2	12	2	5
ASSET SIZE (MILLIONS)	17	$112.9	$151.8	$149.1	$186.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$15,110	$17,769	$16,500	$19,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	15,110	17,938	17,500	19,750
AGE	9	39	44	41	48
YEARS OF EDUCATION	9	12	14	14	16
YEARS WITH PRESENT BANK	9	8	13	12	18
YEARS IN POSITION	9	2	4	5	6
REPORTING LEVEL	9	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	1	11	6	25
ASSET SIZE (MILLIONS)	9	$109.9	$143.9	$137.0	$156.3

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$27,900	$32,031	$31,000	$36,500
BONUS	7	200	2,139	2,555	2,938
TOTAL COMPENSATION	15	27,900	33,029	31,100	39,055
AGE	15	41	49	48	58
YEARS OF EDUCATION	14	15	16	16	19
YEARS WITH PRESENT BANK	15	5	10	8	12
YEARS IN POSITION	14	4	6	7	8
REPORTING LEVEL	15	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	5	8	6	11
ASSET SIZE (MILLIONS)	15	$125.0	$159.2	$149.1	$198.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$11,000	$16,942	$17,500	$20,200
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	11,000	17,202	17,600	20,400
AGE	11	30	38	36	47
YEARS OF EDUCATION	11	13	15	16	16
YEARS WITH PRESENT BANK	11	3	9	6	16
YEARS IN POSITION	10	2	4	4	7
REPORTING LEVEL	11	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	3	5	5	6
ASSET SIZE (MILLIONS)	11	$125.0	$155.9	$149.1	$198.0

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $250 TO $499 MILLION

Of the 190 banks submitting data for the East-South Central region, three banks were in the $250 to $499 Million asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 41 positions in this asset size category.

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $500 TO $999 MILLION

Of the 190 banks submitting data for the East-South Central region, four banks were in the $500 to $999 Million asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 41 positions in this asset size category.

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $1 BILLION AND OVER

Of the 190 banks submitting data for the East-South Central region, two banks were in the $1 Billion and Over asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 41 positions in this asset size category.

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1979 Bank Officer Cash Compensation Survey

A report prepared for
Bank Administration Institute's
Human Resources Commission

By

Charles M. McCurry
Director, Human Resource Programs

Bank Administration Institute

Park Ridge, Illinois

Bank Administration Institute

Bank Administration Institute is a not-for-profit corporation whose broad goals are to help bank administrators achieve high levels of professional effectiveness and to help solve significant banking problems. These goals are pursued through programs of research and development, education, and technical assistance.

Founded in 1924, the Institute is today the largest technical banking association in the world. It is governed by a Board of Directors. Responsibility for management of the Institute's activities within a framework of policy established by the Board rests with the President, who is assisted by a staff located in Park Ridge, Illinois.

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Human Resources Commission

1979-1980

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Introductory Note

Data for your individual region begins on the page indicated by a shaded edge.

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Presentation of Cash Compensation Data 9
- All Regions Combined
- Your Geographic Region

Conducting the Survey

This is the eighth national bank officer salary survey conducted by the Human Resources Commission of Bank Administration Institute. Survey forms were mailed to BAI members in April, 1979. A total of 3,203 banks provided usable returns. These banks ranged in asset size from under $10 million to over $1 billion.

Several changes were made in this year's survey. In addition to reporting current salary data, for the first time in the 15-year history of the study, banks were asked to provide information on annual bonuses. This was done to ensure that officers' total direct compensation is fully summarized.

Other changes in this year's survey include:

- Revising the list of survey positions, as follows:

  Eighteen positions were surveyed for banks under $50 million in assets. Forty-one positions were surveyed for banks $50 million and over in assets.

- Expanding the survey results to include 25th percentile, mean, median, and 75th percentile data.

- Requesting data on the following pay-related information:

  Reporting level

  Number of employees supervised

  Age

  Years with bank

  Years in present position

  Education.

Geographic Region and Asset Size

The data were gathered and sorted by geographic region and asset size. States that comprise the nine geographic regions are listed below. Also listed are the number of participating banks and the number of officers surveyed in each region. The following sections of this report include the results for all

regions combined (national) and for your region. Reports for banks in other geographic regions are available on request from BAI (see enclosed order form).

Participating Banks	Number of Officers Surveyed	Regions	States	
112	1,360	I. New England	Connecticut Maine Massachusetts	New Hampshire Rhode Island Vermont
211	3,051	II. Mid-Atlantic	New Jersey New York	Pennsylvania
431	4,560	III. South-Atlantic	Delaware Florida Georgia Maryland North Carolina	South Carolina Virginia Washington, D.C. West Virginia
818	8,085	IV. East-North Central	Illinois Indiana Michigan	Ohio Wisconsin
190	1,819	V. East-South Central	Alabama Kentucky	Mississippi Tennessee
600	4,234	VI. West-North Central	Iowa Kansas Minnesota Missouri	Nebraska North Dakota South Dakota
434	4,115	VII. West-South Central	Arkansas Louisiana	Oklahoma Texas
221	2,140	VIII. Mountain	Arizona Colorado Idaho Montana	New Mexico Nevada Utah Wyoming
124	1,425	IX. Pacific	Alaska California Hawaii	Oregon Washington
3,141*	30,789*			

*Of the 3,203 banks providing usable returns, 62 banks did not report their geographic region; therefore, data for their 350 officer positions were included only in the results for all regions combined (national).

Banks in each geographic region were divided into 10 asset size categories. The 10 categories and the number of banks in each category are listed below by geographic region. No tables are presented when less than five banks participated in any resource category.

Total Assets	Total*	Geographic Region I	II	III	IV	V	VI	VII	VIII	IX
1. $1 Billion and over	78	3	19	16	15	2	5	6	4	8
2. $500 to $999 million	54	2	13	10	9	4	3	7	4	2
3. $250 to $499 million	106	7	24	17	26	3	5	15	3	6
4. $100 to $249 million	353	17	48	52	103	21	30	47	19	16
5. $50 to $99 million	426	20	36	57	128	25	66	51	27	16
6. $40 to $49 million	347	19	20	46	107	17	45	54	24	15
7. $30 to $39 million	373	11	15	45	93	25	80	64	23	17
8. $20 to $29 million	457	11	18	68	110	42	91	74	30	13
9. $10 to $19 million	624	18	14	90	163	36	154	72	60	17
10. Less than $10 million	323	4	4	30	64	15	121	44	27	14

*The 62 banks that did not report geographic region are not included in these results.

Officer Positions Surveyed

The 18 positions surveyed in banks under $50 million in asset size and the 41 positions surveyed in banks $50 million and over in asset size are listed below. Positions new to this year's survey are marked with an asterisk (*).

Banks Under $50 Million in Asset Size

Chief Executive Officer
Second Ranking Officer
Branch Manager—Large
Branch Manager—Small
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
*Instalment Loan Collector
Top Instalment Loan Officer
Junior Instalment Loan Officer
Top Internal Auditing Officer
*General Loan Officer
*Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Operations Officer
Top Personnel Officer
Top Trust Department Officer

Banks $50 Million and Over in Asset Size

*Chief Executive Officer
*Second Ranking Officer
*Top Administrative Officer
Top Advertising Officer
Top Bank Investment Officer
*Bond Department Manager
Top Branch Administration Officer
Branch Manager—Large
Branch Manager—Medium
Branch Manager—Small
Top Business Development Officer
*Business Development Officer
Commercial Credit Department Manager
*Commercial Loan Department Manager
Commercial Loan Officer
Junior Commercial Loan Officer
Top Correspondent Bank Officer
Top EDP Officer
Top Financial Officer

*New position

Instalment Loan Collection Manager
*Instalment Loan Department Manager
Instalment Loan Officer
Top Internal Auditing Officer
Top International Banking Officer
*Loan Review Officer
Marketing Director
*Mortgage Loan Department Manager
Mortgage Loan Officer
*Junior Mortgage Loan Officer

*New position

*New Accounts Officer/ Representative
Officer Trainee (Master's Degree)
Officer Trainee (Bachelor's Degree Only)
Top Operations Officer
*Personal Banking Manager
*Personal Banking Officer
Top Personnel Officer
*Portfolio Manager
Top Security Officer
Training Director
Top Trust Department Officer
Trust Operations Manager

Survey Analysis

The following sections of this report contain tables, like the one shown below, which summarize the survey data. There is one table for each position in each bank asset size category in your geographic region, as well as one table for each position in each bank asset size category for all geographic regions combined.

The top portion of each table shows 25th percentile, mean, median, and 75th percentile base salary, bonus, and total compensation information.

Commercial Loan Officer
Hypothetical Survey Results

	Cases	25th	Mean	Median	75th
Base Salary[1]	34	$13,200	$18,390	$18,761	$25,683
Bonus[2]	13	790	921	972	1,000
Total Compensation[3]	34	13,500	18,949	19,500	26,000
Age	34	25	34	31	59
Years of Education	34	12	16	16	18
Years with Present Bank	34	2	9	6	33
Years in Position	34	1	6	4	28
Reporting Level	34	7	5	4	3
Total Employees Supervised	34	0	1	0	3
Asset Size (Millions)	34	$43.7	$45.8	$46.2	$48.5

[1] *Base Salary* information summarizes the range of base salaries reported by bonus-paying and nonbonus-paying banks combined.

[2] *Bonus* information summarizes the range of bonus awards in bonus-paying banks only.

[3] *Total compensation* information combines base salaries in nonbonus-paying banks with total compensation levels (i.e., base salaries plus bonus awards) in bonus-paying banks.

Because some banks did not report paying bonuses, the reported base salary information plus the reported bonus information may not equal the reported total compensation information.

The bottom portion of each table summarizes pay-related information (i.e., age, education, and so on) collected in the survey. This information is provided to assist you in evaluating your bank's actual pay levels. For example, actual pay levels for one of your bank's officers may be above the survey median compensation levels *because* your officer is older, has greater educa-

tion, years of service and time in position, is at a higher reporting level, and supervises more employees than the median of officers surveyed in his or her position.

The remainder of this section discusses two hypothetical examples, which more fully illustrate the use of this year's survey data.

Hypothetical Example 1

Compare the following data for a *hypothetical* commercial loan officer in your bank with the *hypothetical* survey results for commercial loan officers shown in the sample table on page 5.

Position:	Commercial Loan Officer
Base Salary	$24,500
Bonus	—
Total Compensation	$24,500
Age	45
Education	16
Years with Bank	12
Years in Position	10
Reporting Level	3
Total Employees Supervised	5
Bank Asset Size (Millions)	$47.0

Since your bank's hypothetical commercial loan officer did not receive a bonus, you should compare his or her total compensation of $24,500 with the range of total compensation shown in the sample table. Your bank's commercial loan officer appears to be paid well above the survey median of $19,500, and below the survey 75th percentile of $26,000. However, before concluding that your bank's commercial loan officer is overpaid, consider the following pay-related information:

1. *Age.* At 45 years, your officer is midway between the survey median of 31 and the survey 75th percentile of 59.
2. *Education.* At 16 years, your officer is at the survey median of 16.
3. *Years with bank.* At 12 years, your officer is above the survey median of 6, but well below the survey 75th percentile of 33.
4. *Years in position.* At 10 years, your officer is above the survey median of 4 years, but well below the survey 75th percentile of 28.
5. *Reporting level.* At 3, your officer is at the survey 75th percentile of 3.
6. *Total employees supervised.* At 5, your officer is above the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer probably is not overpaid. This officer is (1) above the survey 75th percentile in total number of employees supervised, (2) at the survey 75th percentile in reporting level; (3) between the survey median and survey 75th percentile in age, years with the bank, years in position, and bank asset size; and (4) at the survey median in education. Thus, this officer's total compensation of $24,500 appears to be justifiable.

Hypothetical Example 2

Let's consider a second *hypothetical* example. Suppose your bank's commercial loan officer has the following characteristics:

Position:	Commercial Loan Officer	
Base Salary	$16,000	
Bonus	1,600	
Total Compensation	$17,600	
Age	31	
Education	18	(MBA)
Years with Bank	4	
Years in Position	4	
Reporting Level	4	
Total Employees Supervised	3	
Bank Asset Size (Millions)	$47.0	

This commercial loan officer's base salary of $16,000 falls between the survey 25th percentile of $13,200 and the survey mean of $18,390. His or her total compensation of $17,600 falls between the survey 25th percentile base salary plus survey 25th percentile bonus of $13,990 and the survey mean base salary plus mean bonus of $19,311. Thus, this officer appears to be underpaid in both base salary and total compensation. This conclusion is reinforced by the following pay-related information:

1. *Age.* At 31, your officer is at the survey 75th percentile of 18.
2. *Education.* At 18 (MBA), your officer is at the survey 75th percentile of 18.
3. *Years with bank.* At 4, your officer is between the survey 25th percentile of 2 and the survey median of 6.
4. *Years in position.* At 4, your officer is at the survey median of 4.
5. *Reporting level.* At 4, your officer is at the survey median of 4.
6. *Total employees supervised.* At 3, your officer is at the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

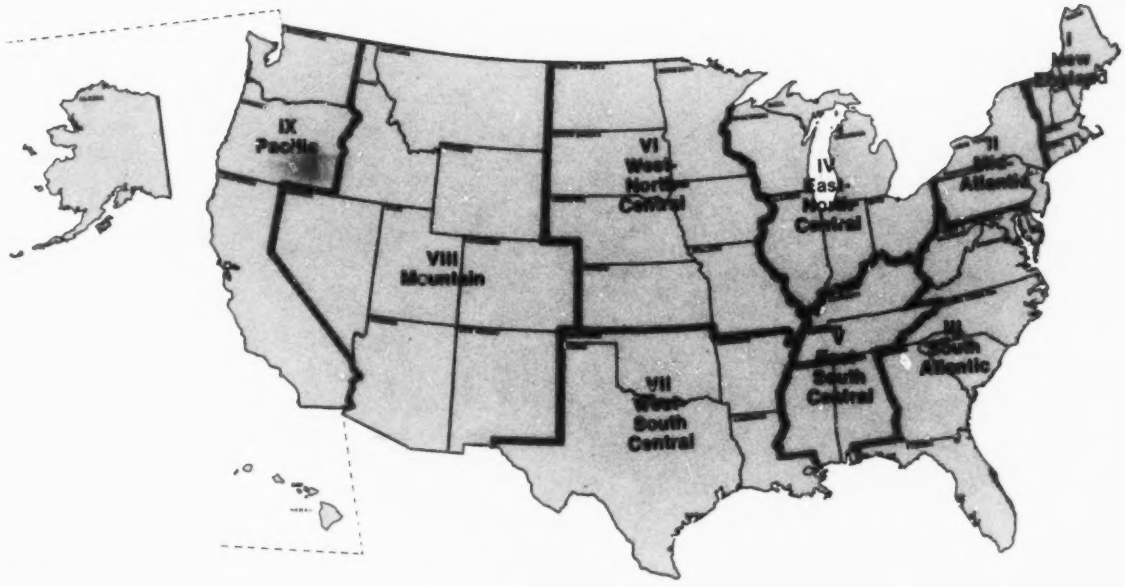
Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably underpaid. This officer is (1) at the survey 75th percentile in education and total employees supervised; (2) between

the survey median and survey 75th percentile in bank asset size; (3) at the survey median in age, years in position, and reporting level; and (4) between the survey 25th percentile and survey mean only in years with the bank. Thus, it would be justifiable to pay this officer at the survey median total compensation level of $19,500. In fact, you might decide that he or she is better qualified and has more responsibility than the median survey commercial loan officer, and should be paid above the survey median total compensation level.

Cash Compensation Data

All Regions Combined

- Banks Under $50 Millions in Asset Size
- Banks $50 Million and Over in Asset Size



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ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: LESS THAN $10 MILLION

Of the 3,203 banks submitting data for the national survey results, 332 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Mortgage Loan Officer
Top Trust Department Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	328	$20,640	$25,608	$25,000	$30,306
BONUS	212	1,500	5,480	3,200	7,864
TOTAL COMPENSATION	328	22,850	29,149	28,100	34,000
AGE	319	40	48	47	56
YEARS OF EDUCATION	326	14	15	16	16
YEARS WITH PRESENT BANK	322	3	13	7	19
YEARS IN POSITION	322	3	8	5	11
REPORTING LEVEL	327	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	322	5	9	8	12
ASSET SIZE (MILLIONS)	328	$5.4	$6.6	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	271	$14,400	$17,682	$17,500	$20,500
BONUS	182	1,000	3,324	1,889	4,400
TOTAL COMPENSATION	271	16,000	19,915	19,200	23,000
AGE	264	32	41	40	49
YEARS OF EDUCATION	270	12	14	14	16
YEARS WITH PRESENT BANK	267	3	10	7	14
YEARS IN POSITION	262	2	5	3	7
REPORTING LEVEL	220	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	228	3	7	6	10
ASSET SIZE (MILLIONS)	271	$5.7	$6.8	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$9,021	$11,822	$10,500	$15,750
BONUS	8	478	593	550	869
TOTAL COMPENSATION	17	9,071	12,101	10,810	16,000
AGE	16	27	39	34	51
YEARS OF EDUCATION	15	12	13	12	14
YEARS WITH PRESENT BANK	16	3	6	4	8
YEARS IN POSITION	16	1	4	2	6
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	2	3	3	5
ASSET SIZE (MILLIONS)	17	$6.2	$7.0	$7.2	$8.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$6,740	$9,848	$11,760	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	7,115	10,090	11,760	12,231
AGE	5	43	54	47	70
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	2	4	3	6
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$5.0	$7.0	$7.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,400	$23,092	$22,800	$27,000
BONUS	6	1,438	3,021	2,237	5,325
TOTAL COMPENSATION	11	18,500	24,739	22,800	29,500
AGE	11	33	43	41	52
YEARS OF EDUCATION	11	14	15	15	16
YEARS WITH PRESENT BANK	11	2	6	3	11
YEARS IN POSITION	11	2	5	3	5
REPORTING LEVEL	10	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	8	3	8	9	12
ASSET SIZE (MILLIONS)	11	$6.8	$7.5	$7.2	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,950	$13,718	$11,000	$18,844
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	10,450	14,298	11,000	19,794
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$6.3	$7.1	$6.8	$8.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$9,625	$11,700	$12,000	$13,425
BONUS	11	350	1,356	1,500	1,720
TOTAL COMPENSATION	16	9,963	12,633	13,250	14,599
AGE	16	28	42	47	56
YEARS OF EDUCATION	16	12	13	12	14
YEARS WITH PRESENT BANK	16	3	13	7	28
YEARS IN POSITION	16	2	7	4	8
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	3	6	6	10
ASSET SIZE (MILLIONS)	16	$5.3	$7.1	$7.6	$8.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$7,800	$10,251	$9,564	$12,450
BONUS	6	536	900	849	1,180
TOTAL COMPENSATION	9	8,329	10,851	10,561	13,310
AGE	8	27	34	31	42
YEARS OF EDUCATION	9	12	14	14	15
YEARS WITH PRESENT BANK	9	2	3	2	4
YEARS IN POSITION	7	2	2	2	2
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	9	$6.2	$6.9	$7.0	$7.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$12,450	$16,419	$15,000	$18,500
BONUS	5	513	1,798	963	3,500
TOTAL COMPENSATION	22	12,450	16,827	15,000	19,200
AGE	21	29	35	35	41
YEARS OF EDUCATION	22	12	14	13	16
YEARS WITH PRESENT BANK	22	2	4	3	4
YEARS IN POSITION	21	2	2	2	3
REPORTING LEVEL	19	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	17	1	3	1	4
ASSET SIZE (MILLIONS)	22	$6.3	$7.6	$8.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$9,723	$11,992	$11,850	$14,300
BONUS	11	482	1,290	525	1,720
TOTAL COMPENSATION	24	10,600	12,583	12,357	15,018
AGE	22	29	33	34	36
YEARS OF EDUCATION	23	12	14	13	16
YEARS WITH PRESENT BANK	23	1	5	4	6
YEARS IN POSITION	23	1	2	2	2
REPORTING LEVEL	24	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	12	1	4	2	7
ASSET SIZE (MILLIONS)	24	$6.9	$7.6	$8.0	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$8,000	$10,090	$10,000	$12,000
BONUS	14	360	1,388	929	2,250
TOTAL COMPENSATION	19	9,120	11,113	10,400	12,600
AGE	17	32	41	39	47
YEARS OF EDUCATION	19	12	13	12	13
YEARS WITH PRESENT BANK	19	4	12	8	17
YEARS IN POSITION	17	2	4	3	5
REPORTING LEVEL	16	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	3	4	3	5
ASSET SIZE (MILLIONS)	19	$5.5	$7.0	$7.3	$8.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$12,000	$14,809	$14,100	$16,650
BONUS	39	750	1,872	1,440	2,400
TOTAL COMPENSATION	73	12,900	15,809	15,000	18,130
AGE	70	30	36	34	41
YEARS OF EDUCATION	72	12	14	15	16
YEARS WITH PRESENT BANK	73	2	5	3	7
YEARS IN POSITION	73	2	3	3	4
REPORTING LEVEL	66	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	51	2	5	4	6
ASSET SIZE (MILLIONS)	73	$6.5	$7.4	$7.8	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$8,800	$10,531	$10,200	$12,000
BONUS	5	500	802	700	1,155
TOTAL COMPENSATION	11	9,200	10,895	10,200	13,000
AGE	11	24	27	26	28
YEARS OF EDUCATION	11	16	16	16	16
YEARS WITH PRESENT BANK	11	2	3	2	4
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	11	$6.0	$7.6	$7.8	$9.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	179	$10,500	$13,240	$12,600	$15,396
BONUS	102	600	1,673	1,000	2,000
TOTAL COMPENSATION	179	11,400	14,194	13,600	16,400
AGE	174	32	41	40	49
YEARS OF EDUCATION	179	12	13	12	14
YEARS WITH PRESENT BANK	178	3	10	8	14
YEARS IN POSITION	172	2	5	3	6
REPORTING LEVEL	163	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	163	4	7	6	9
ASSET SIZE (MILLIONS)	179	$6.0	$7.0	$7.3	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$7,365	$8,930	$9,600	$11,889
BONUS	6	569	1,279	1,530	1,770
TOTAL COMPENSATION	8	7,528	9,889	11,058	13,365
AGE	8	35	42	45	48
YEARS OF EDUCATION	8	12	13	12	12
YEARS WITH PRESENT BANK	8	5	10	8	16
YEARS IN POSITION	8	2	3	3	3
REPORTING LEVEL	6	4	3	4	2
TOTAL EMPLOYEES SUPERVISED	6	6	8	8	11
ASSET SIZE (MILLIONS)	8	$6.9	$8.4	$8.8	$9.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $10 TO $19 MILLION

Of the 3,203 banks submitting data for the national survey results, 651 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	648	$25,008	$31,035	$30,000	$35,000
BONUS	441	1,792	5,719	3,375	6,500
TOTAL COMPENSATION	648	28,115	34,926	33,000	38,683
AGE	632	41	49	49	57
YEARS OF EDUCATION	638	14	15	16	16
YEARS WITH PRESENT BANK	635	5	14	11	22
YEARS IN POSITION	624	4	8	7	12
REPORTING LEVEL	647	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	629	11	61	16	22
ASSET SIZE (MILLIONS)	648	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	564	$18,000	$21,658	$21,000	$24,330
BONUS	375	1,100	3,070	2,000	3,600
TOTAL COMPENSATION	564	19,200	23,699	22,500	26,305
AGE	539	36	44	42	50
YEARS OF EDUCATION	557	12	14	14	16
YEARS WITH PRESENT BANK	552	4	12	9	17
YEARS IN POSITION	535	3	6	5	8
REPORTING LEVEL	491	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	500	5	48	10	17
ASSET SIZE (MILLIONS)	564	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$12,000	$15,294	$15,666	$18,000
BONUS	13	397	1,153	538	1,952
TOTAL COMPENSATION	19	12,200	16,083	16,538	18,500
AGE	19	32	40	37	49
YEARS OF EDUCATION	18	12	14	14	15
YEARS WITH PRESENT BANK	19	2	6	5	6
YEARS IN POSITION	19	2	4	2	5
REPORTING LEVEL	17	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	18	4	10	8	13
ASSET SIZE (MILLIONS)	19	$13.0	$14.8	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	114	$10,475	$13,489	$13,500	$16,000
BONUS	65	395	1,017	625	1,499
TOTAL COMPENSATION	114	11,048	14,069	14,000	16,525
AGE	110	31	40	37	48
YEARS OF EDUCATION	111	12	14	12	16
YEARS WITH PRESENT BANK	113	3	8	5	11
YEARS IN POSITION	109	2	4	3	5
REPORTING LEVEL	104	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	105	2	4	3	5
ASSET SIZE (MILLIONS)	114	$12.9	$15.3	$15.7	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$11,400	$17,501	$15,400	$20,000
BONUS	20	376	2,150	1,775	2,244
TOTAL COMPENSATION	35	11,400	18,730	16,927	24,000
AGE	34	33	43	41	50
YEARS OF EDUCATION	34	12	14	14	16
YEARS WITH PRESENT BANK	33	3	5	5	6
YEARS IN POSITION	33	2	4	3	6
REPORTING LEVEL	34	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	6	3	10
ASSET SIZE (MILLIONS)	35	$13.4	$14.9	$15.0	$17.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$18,000	$21,248	$20,750	$24,000
BONUS	31	1,125	2,746	2,200	3,000
TOTAL COMPENSATION	56	19,575	22,769	21,960	25,612
AGE	53	34	42	37	48
YEARS OF EDUCATION	54	14	15	16	16
YEARS WITH PRESENT BANK	54	2	6	4	10
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	52	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	2	7	4	7
ASSET SIZE (MILLIONS)	56	$14.0	$15.5	$16.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,000	$13,124	$12,000	$15,000
BONUS	28	313	1,580	919	1,700
TOTAL COMPENSATION	43	11,000	14,153	13,010	15,957
AGE	39	26	36	33	43
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	42	3	8	6	8
YEARS IN POSITION	41	2	3	2	3
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	23	1	4	2	7
ASSET SIZE (MILLIONS)	43	$13.0	$15.3	$15.9	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$10,200	$14,180	$13,500	$16,800
BONUS	38	526	1,652	1,004	1,778
TOTAL COMPENSATION	67	11,050	15,118	13,500	17,700
AGE	64	32	42	40	51
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	4	12	9	18
YEARS IN POSITION	63	2	5	3	6
REPORTING LEVEL	65	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	4	10	7	15
ASSET SIZE (MILLIONS)	67	$12.0	$15.0	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$9,000	$10,843	$10,350	$12,130
BONUS	21	368	1,308	1,000	1,225
TOTAL COMPENSATION	46	9,195	11,440	10,800	12,700
AGE	45	29	34	31	40
YEARS OF EDUCATION	45	12	14	13	15
YEARS WITH PRESENT BANK	46	2	6	3	8
YEARS IN POSITION	45	1	3	2	3
REPORTING LEVEL	40	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	1	6	3	10
ASSET SIZE (MILLIONS)	46	$13.9	$15.6	$15.8	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	187	$13,200	$15,929	$15,500	$18,100
BONUS	115	500	1,443	1,070	1,590
TOTAL COMPENSATION	187	13,910	16,816	16,000	19,600
AGE	178	30	37	34	42
YEARS OF EDUCATION	183	12	14	14	16
YEARS WITH PRESENT BANK	182	3	6	5	8
YEARS IN POSITION	177	2	4	3	5
REPORTING LEVEL	174	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	135	2	4	3	4
ASSET SIZE (MILLIONS)	187	$12.9	$15.1	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	138	$10,017	$11,858	$11,962	$13,200
BONUS	85	408	904	724	1,112
TOTAL COMPENSATION	138	10,700	12,415	12,038	14,000
AGE	130	27	34	31	38
YEARS OF EDUCATION	134	12	14	14	16
YEARS WITH PRESENT BANK	135	3	7	5	8
YEARS IN POSITION	132	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	75	1	4	2	5
ASSET SIZE (MILLIONS)	138	$12.6	$15.3	$15.5	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$10,200	$12,416	$12,000	$13,480
BONUS	48	793	1,927	1,250	2,000
TOTAL COMPENSATION	93	10,450	13,411	12,500	14,370
AGE	85	32	42	41	51
YEARS OF EDUCATION	91	12	13	12	16
YEARS WITH PRESENT BANK	92	4	12	9	17
YEARS IN POSITION	84	2	4	2	4
REPORTING LEVEL	80	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	50	3	9	6	12
ASSET SIZE (MILLIONS)	93	$11.9	$14.5	$14.9	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	254	$13,200	$16,006	$15,980	$18,738
BONUS	155	700	1,784	1,200	2,200
TOTAL COMPENSATION	254	14,000	17,095	16,910	19,617
AGE	241	31	39	36	45
YEARS OF EDUCATION	252	12	14	15	16
YEARS WITH PRESENT BANK	250	3	8	6	10
YEARS IN POSITION	244	2	4	3	5
REPORTING LEVEL	229	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	161	2	5	3	6
ASSET SIZE (MILLIONS)	254	$12.6	$15.0	$15.4	$17.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$12,360	$16,097	$15,000	$18,200
BONUS	19	800	2,824	1,200	3,000
TOTAL COMPENSATION	31	12,800	17,828	15,900	20,000
AGE	28	37	44	44	49
YEARS OF EDUCATION	30	12	13	12	14
YEARS WITH PRESENT BANK	29	3	9	6	13
YEARS IN POSITION	29	2	4	2	5
REPORTING LEVEL	27	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	7	3	12
ASSET SIZE (MILLIONS)	31	$15.2	$16.2	$17.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$9,200	$11,015	$10,800	$12,480
BONUS	22	200	668	481	932
TOTAL COMPENSATION	43	9,450	11,357	11,000	13,000
AGE	41	24	28	27	30
YEARS OF EDUCATION	43	16	16	16	16
YEARS WITH PRESENT BANK	42	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	34	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	1	5	3	7
ASSET SIZE (MILLIONS)	43	$12.5	$15.3	$15.4	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	458	$12,500	$15,989	$15,500	$18,975
BONUS	296	750	1,873	1,208	2,400
TOTAL COMPENSATION	458	13,200	17,199	16,500	19,925
AGE	443	33	41	40	49
YEARS OF EDUCATION	451	12	14	13	16
YEARS WITH PRESENT BANK	451	5	11	9	16
YEARS IN POSITION	438	2	5	4	7
REPORTING LEVEL	423	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	428	6	12	10	16
ASSET SIZE (MILLIONS)	458	$12.2	$14.7	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$10,475	$13,005	$12,100	$14,425
BONUS	37	713	1,875	1,000	1,663
TOTAL COMPENSATION	54	10,975	14,290	13,282	15,000
AGE	51	35	43	42	51
YEARS OF EDUCATION	54	12	13	12	14
YEARS WITH PRESENT BANK	53	6	13	11	19
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	47	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	4	11	10	16
ASSET SIZE (MILLIONS)	54	$13.0	$15.0	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$14,804	$28,134	$20,000	$31,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	14,854	29,496	20,000	33,180
AGE	9	41	48	49	55
YEARS OF EDUCATION	9	13	15	14	17
YEARS WITH PRESENT BANK	9	6	12	10	20
YEARS IN POSITION	9	2	7	6	11
REPORTING LEVEL	7	4	3	2	2
TOTAL EMPLOYEES SUPERVISED	7	2	14	8	24
ASSET SIZE (MILLIONS)	9	$13.8	$15.4	$15.3	$18.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $20 TO $29 MILLION

Of the 3,203 banks submitting data for the national survey results, 463 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	460	$30,000	$36,206	$35,000	$40,000
BONUS	289	2,130	5,387	4,000	7,000
TOTAL COMPENSATION	460	32,800	39,590	37,294	44,675
AGE	451	43	50	50	56
YEARS OF EDUCATION	454	14	15	16	16
YEARS WITH PRESENT BANK	453	6	15	12	22
YEARS IN POSITION	442	4	8	7	11
REPORTING LEVEL	458	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	447	20	35	28	35
ASSET SIZE (MILLIONS)	460	$22.0	$24.3	$24.1	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	395	$21,400	$25,109	$25,000	$28,500
BONUS	239	1,250	3,294	2,260	4,012
TOTAL COMPENSATION	395	23,000	27,103	26,600	30,762
AGE	389	37	45	43	52
YEARS OF EDUCATION	391	12	14	15	16
YEARS WITH PRESENT BANK	388	5	13	10	19
YEARS IN POSITION	374	3	6	5	8
REPORTING LEVEL	362	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	354	8	30	20	31
ASSET SIZE (MILLIONS)	395	$22.0	$24.3	$24.2	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$13,356	$17,265	$18,000	$20,000
BONUS	20	506	1,631	1,200	1,993
TOTAL COMPENSATION	42	13,875	18,041	18,861	21,125
AGE	39	33	40	37	46
YEARS OF EDUCATION	41	12	13	13	15
YEARS WITH PRESENT BANK	40	4	10	7	13
YEARS IN POSITION	39	2	5	4	6
REPORTING LEVEL	38	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	42	6	10	9	12
ASSET SIZE (MILLIONS)	42	$23.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	149	$11,224	$14,167	$13,800	$16,585
BONUS	88	500	1,234	988	1,539
TOTAL COMPENSATION	149	11,713	14,896	14,500	17,450
AGE	144	32	41	40	50
YEARS OF EDUCATION	146	12	13	12	15
YEARS WITH PRESENT BANK	146	3	10	7	12
YEARS IN POSITION	144	2	5	3	6
REPORTING LEVEL	141	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	144	3	4	4	5
ASSET SIZE (MILLIONS)	149	$22.6	$24.9	$25.0	$27.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,150	$17,769	$16,700	$21,063
BONUS	34	514	1,330	1,000	1,852
TOTAL COMPENSATION	70	12,775	18,415	17,050	23,025
AGE	68	33	44	43	54
YEARS OF EDUCATION	67	13	15	16	16
YEARS WITH PRESENT BANK	69	2	8	5	8
YEARS IN POSITION	66	2	4	3	5
REPORTING LEVEL	66	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	1	7	3	6
ASSET SIZE (MILLIONS)	70	$23.0	$25.3	$25.2	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$18,000	$21,972	$21,550	$25,515
BONUS	70	825	2,546	1,883	3,379
TOTAL COMPENSATION	128	19,000	23,365	22,796	27,328
AGE	127	34	42	40	49
YEARS OF EDUCATION	126	14	15	16	16
YEARS WITH PRESENT BANK	128	3	8	6	11
YEARS IN POSITION	122	2	4	3	5
REPORTING LEVEL	118	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	8	4	7
ASSET SIZE (MILLIONS)	128	$22.9	$24.9	$25.0	$27.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$11,250	$13,591	$13,840	$16,000
BONUS	31	500	1,680	1,200	1,769
TOTAL COMPENSATION	49	12,000	14,654	14,700	17,055
AGE	49	27	34	31	40
YEARS OF EDUCATION	49	12	14	16	16
YEARS WITH PRESENT BANK	49	3	8	6	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	47	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	29	1	5	2	6
ASSET SIZE (MILLIONS)	49	$22.5	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	85	$13,000	$16,123	$15,000	$19,000
BONUS	50	594	1,341	1,119	1,725
TOTAL COMPENSATION	85	14,075	16,911	16,000	19,851
AGE	83	32	41	39	50
YEARS OF EDUCATION	83	12	14	14	16
YEARS WITH PRESENT BANK	83	3	11	7	17
YEARS IN POSITION	80	2	5	3	7
REPORTING LEVEL	83	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	69	4	12	9	18
ASSET SIZE (MILLIONS)	85	$22.6	$24.8	$25.0	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	79	$10,000	$11,053	$11,075	$12,500
BONUS	40	465	847	750	1,000
TOTAL COMPENSATION	79	10,000	11,482	11,700	13,000
AGE	78	27	35	32	41
YEARS OF EDUCATION	79	12	14	13	16
YEARS WITH PRESENT BANK	79	2	5	3	6
YEARS IN POSITION	79	2	3	2	3
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	1	6	3	7
ASSET SIZE (MILLIONS)	79	$22.0	$24.8	$25.0	$27.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	255	$14,500	$17,120	$16,500	$19,500
BONUS	151	750	1,766	1,500	2,150
TOTAL COMPENSATION	255	15,050	18,165	17,810	20,790
AGE	251	32	39	37	45
YEARS OF EDUCATION	251	12	14	14	16
YEARS WITH PRESENT BANK	254	3	8	6	10
YEARS IN POSITION	248	2	5	3	6
REPORTING LEVEL	241	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	2	5	3	5
ASSET SIZE (MILLIONS)	255	$22.0	$24.5	$24.7	$26.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$10,800	$12,453	$12,250	$14,200
BONUS	93	554	1,129	1,037	1,500
TOTAL COMPENSATION	183	11,390	13,027	12,844	14,800
AGE	181	28	34	32	39
YEARS OF EDUCATION	182	12	14	14	16
YEARS WITH PRESENT BANK	182	2	6	5	8
YEARS IN POSITION	176	2	3	2	3
REPORTING LEVEL	175	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	97	1	4	2	5
ASSET SIZE (MILLIONS)	183	$23.0	$25.2	$25.3	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	115	$10,644	$13,629	$12,550	$15,000
BONUS	60	789	1,384	1,155	1,628
TOTAL COMPENSATION	115	11,100	14,351	13,000	15,805
AGE	113	31	41	41	50
YEARS OF EDUCATION	112	12	14	13	16
YEARS WITH PRESENT BANK	113	5	11	9	15
YEARS IN POSITION	111	2	4	3	5
REPORTING LEVEL	107	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	57	1	10	3	12
ASSET SIZE (MILLIONS)	115	$23.0	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	232	$15,000	$18,089	$18,000	$20,200
BONUS	134	773	2,056	1,485	2,500
TOTAL COMPENSATION	232	16,000	19,276	18,975	22,384
AGE	221	32	40	37	47
YEARS OF EDUCATION	227	12	14	14	16
YEARS WITH PRESENT BANK	225	3	9	7	12
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	221	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	164	2	6	4	7
ASSET SIZE (MILLIONS)	232	$22.9	$24.7	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$14,040	$17,982	$18,000	$20,501
BONUS	30	769	1,644	1,368	2,015
TOTAL COMPENSATION	67	15,000	18,718	18,750	21,200
AGE	65	32	41	40	49
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	3	9	8	12
YEARS IN POSITION	63	2	4	3	4
REPORTING LEVEL	64	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	8	3	4
ASSET SIZE (MILLIONS)	67	$22.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$9,195	$10,901	$10,350	$12,500
BONUS	11	215	802	500	1,340
TOTAL COMPENSATION	32	9,615	11,176	10,500	12,957
AGE	31	24	27	25	28
YEARS OF EDUCATION	32	16	16	16	16
YEARS WITH PRESENT BANK	32	2	4	2	3
YEARS IN POSITION	30	1	2	2	2
REPORTING LEVEL	31	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	4	6
ASSET SIZE (MILLIONS)	32	$22.0	$24.5	$24.5	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	353	$15,454	$18,296	$18,000	$21,000
BONUS	192	810	2,131	1,500	2,500
TOTAL COMPENSATION	353	16,225	19,455	19,200	22,978
AGE	351	33	41	40	47
YEARS OF EDUCATION	348	12	14	14	16
YEARS WITH PRESENT BANK	351	5	11	8	17
YEARS IN POSITION	339	2	5	4	6
REPORTING LEVEL	335	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	329	11	20	18	27
ASSET SIZE (MILLIONS)	353	$22.0	$24.4	$24.5	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$12,000	$15,026	$13,900	$16,500
BONUS	37	740	1,585	1,300	2,060
TOTAL COMPENSATION	72	12,500	15,841	14,607	17,125
AGE	70	33	42	42	49
YEARS OF EDUCATION	69	12	14	13	16
YEARS WITH PRESENT BANK	70	6	12	10	19
YEARS IN POSITION	68	2	4	3	4
REPORTING LEVEL	67	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	57	5	16	15	23
ASSET SIZE (MILLIONS)	72	$22.3	$24.6	$24.8	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$12,600	$18,085	$17,520	$19,795
BONUS	15	950	1,931	1,385	2,673
TOTAL COMPENSATION	23	13,550	19,344	18,808	22,200
AGE	23	37	46	45	58
YEARS OF EDUCATION	21	14	16	16	17
YEARS WITH PRESENT BANK	23	3	13	10	22
YEARS IN POSITION	23	2	6	3	9
REPORTING LEVEL	20	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	1	3	1	2
ASSET SIZE (MILLIONS)	23	$23.0	$25.1	$25.1	$27.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $30 TO $39 MILLION

Of the 3,203 banks submitting data for the national survey results, 375 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	373	$33,342	$38,466	$38,000	$43,475
BONUS	236	2,126	6,021	4,114	7,000
TOTAL COMPENSATION	373	35,368	42,275	41,400	48,000
AGE	366	45	52	52	59
YEARS OF EDUCATION	371	14	15	16	16
YEARS WITH PRESENT BANK	364	6	17	15	26
YEARS IN POSITION	360	4	9	7	12
REPORTING LEVEL	373	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	356	28	39	38	49
ASSET SIZE (MILLIONS)	373	$31.3	$34.1	$34.0	$36.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	317	$24,000	$28,123	$27,500	$31,000
BONUS	192	1,500	3,649	2,500	4,424
TOTAL COMPENSATION	317	25,004	30,333	29,500	34,235
AGE	308	40	48	48	55
YEARS OF EDUCATION	313	12	15	15	16
YEARS WITH PRESENT BANK	310	7	15	13	23
YEARS IN POSITION	303	3	7	6	10
REPORTING LEVEL	300	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	289	9	27	26	42
ASSET SIZE (MILLIONS)	317	$31.4	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$14,400	$17,404	$18,000	$20,688
BONUS	29	808	1,615	1,400	2,005
TOTAL COMPENSATION	56	15,000	18,241	18,517	20,688
AGE	54	35	43	41	51
YEARS OF EDUCATION	54	12	14	14	16
YEARS WITH PRESENT BANK	54	4	10	9	14
YEARS IN POSITION	51	2	4	3	5
REPORTING LEVEL	51	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	53	6	11	10	14
ASSET SIZE (MILLIONS)	56	$31.9	$34.6	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	161	$10,500	$13,731	$13,200	$16,166
BONUS	84	500	1,180	950	1,561
TOTAL COMPENSATION	161	11,100	14,347	13,810	16,623
AGE	156	33	40	39	48
YEARS OF EDUCATION	158	12	13	12	15
YEARS WITH PRESENT BANK	156	4	9	7	12
YEARS IN POSITION	154	2	4	3	5
REPORTING LEVEL	153	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	156	3	5	4	6
ASSET SIZE (MILLIONS)	161	$32.0	$34.4	$34.7	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$13,150	$17,374	$17,175	$20,150
BONUS	49	563	1,484	1,100	1,862
TOTAL COMPENSATION	86	13,500	18,219	17,516	21,970
AGE	83	32	43	41	51
YEARS OF EDUCATION	83	12	15	16	16
YEARS WITH PRESENT BANK	85	3	9	6	12
YEARS IN POSITION	83	2	4	2	5
REPORTING LEVEL	81	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	43	1	5	2	4
ASSET SIZE (MILLIONS)	86	$32.0	$34.7	$35.0	$37.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	141	$19,950	$23,325	$23,500	$26,450
BONUS	74	1,200	2,266	1,768	3,026
TOTAL COMPENSATION	141	20,910	24,515	24,170	27,789
AGE	139	35	42	39	47
YEARS OF EDUCATION	140	13	15	16	16
YEARS WITH PRESENT BANK	139	4	10	8	13
YEARS IN POSITION	137	2	5	3	6
REPORTING LEVEL	136	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	118	3	9	5	9
ASSET SIZE (MILLIONS)	141	$32.0	$34.8	$35.0	$38.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,075	$14,687	$14,835	$17,000
BONUS	26	264	926	606	1,425
TOTAL COMPENSATION	70	12,175	15,031	15,170	17,525
AGE	67	29	35	33	38
YEARS OF EDUCATION	68	12	14	15	16
YEARS WITH PRESENT BANK	67	3	7	5	9
YEARS IN POSITION	64	2	3	2	4
REPORTING LEVEL	66	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	1	6	2	4
ASSET SIZE (MILLIONS)	70	$32.0	$34.5	$35.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$13,800	$16,661	$16,000	$19,000
BONUS	42	663	1,610	1,227	1,932
TOTAL COMPENSATION	83	14,012	17,476	16,374	21,000
AGE	80	32	39	36	47
YEARS OF EDUCATION	82	12	14	14	16
YEARS WITH PRESENT BANK	82	6	11	8	15
YEARS IN POSITION	79	2	4	3	5
REPORTING LEVEL	80	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	66	2	7	4	10
ASSET SIZE (MILLIONS)	83	$32.0	$34.6	$34.7	$37.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	113	$10,000	$11,787	$11,340	$13,200
BONUS	53	400	846	700	1,269
TOTAL COMPENSATION	113	10,125	12,183	11,572	14,165
AGE	106	27	35	32	41
YEARS OF EDUCATION	112	12	13	13	15
YEARS WITH PRESENT BANK	110	2	5	4	6
YEARS IN POSITION	108	2	3	2	3
REPORTING LEVEL	102	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	32	1	3	2	3
ASSET SIZE (MILLIONS)	113	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	260	$15,300	$18,306	$18,000	$20,998
BONUS	139	862	1,720	1,435	2,300
TOTAL COMPENSATION	260	16,213	19,226	19,000	21,657
AGE	253	33	40	38	45
YEARS OF EDUCATION	258	12	14	14	16
YEARS WITH PRESENT BANK	256	4	9	8	12
YEARS IN POSITION	249	2	5	3	6
REPORTING LEVEL	248	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	218	2	5	4	5
ASSET SIZE (MILLIONS)	260	$31.4	$34.1	$34.0	$36.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	195	$11,400	$13,190	$12,600	$15,000
BONUS	101	500	1,183	900	1,500
TOTAL COMPENSATION	195	11,700	13,803	13,200	15,700
AGE	189	28	35	33	41
YEARS OF EDUCATION	191	12	14	14	16
YEARS WITH PRESENT BANK	190	3	7	6	10
YEARS IN POSITION	187	2	3	2	4
REPORTING LEVEL	183	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	95	1	4	2	4
ASSET SIZE (MILLIONS)	195	$32.0	$34.2	$34.0	$36.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	142	$11,879	$14,380	$14,000	$16,500
BONUS	83	500	1,220	950	1,500
TOTAL COMPENSATION	142	12,211	15,093	14,500	17,200
AGE	134	32	41	39	51
YEARS OF EDUCATION	137	12	14	14	16
YEARS WITH PRESENT BANK	136	4	12	8	17
YEARS IN POSITION	134	2	4	3	4
REPORTING LEVEL	130	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	61	1	9	3	12
ASSET SIZE (MILLIONS)	142	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	229	$16,000	$19,296	$19,200	$21,884
BONUS	140	844	2,166	1,720	2,675
TOTAL COMPENSATION	229	16,700	20,621	20,150	24,017
AGE	225	34	42	41	49
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	224	5	11	9	15
YEARS IN POSITION	219	2	5	4	8
REPORTING LEVEL	216	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	148	2	7	4	8
ASSET SIZE (MILLIONS)	229	$31.6	$34.2	$34.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$14,000	$17,878	$17,160	$21,000
BONUS	42	581	1,489	1,164	2,062
TOTAL COMPENSATION	91	14,500	18,565	18,000	22,000
AGE	91	35	42	41	48
YEARS OF EDUCATION	91	12	14	14	16
YEARS WITH PRESENT BANK	90	3	10	8	14
YEARS IN POSITION	88	2	4	3	5
REPORTING LEVEL	89	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	73	1	4	2	4
ASSET SIZE (MILLIONS)	91	$32.0	$34.5	$35.0	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$9,475	$11,050	$10,800	$12,075
BONUS	15	138	999	400	1,000
TOTAL COMPENSATION	42	9,573	11,407	11,175	12,375
AGE	40	25	27	27	29
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	41	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	38	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	7	6	11
ASSET SIZE (MILLIONS)	42	$32.0	$34.2	$33.5	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	313	$17,204	$20,411	$20,100	$23,400
BONUS	175	900	2,201	1,719	2,880
TOTAL COMPENSATION	313	18,000	21,641	20,991	24,500
AGE	307	35	43	42	50
YEARS OF EDUCATION	309	12	14	14	16
YEARS WITH PRESENT BANK	308	6	13	10	18
YEARS IN POSITION	302	2	6	4	8
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	299	14	24	21	33
ASSET SIZE (MILLIONS)	313	$31.1	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$12,063	$15,813	$15,100	$18,000
BONUS	43	496	1,573	1,100	1,734
TOTAL COMPENSATION	80	12,518	16,659	16,025	18,999
AGE	79	34	44	43	52
YEARS OF EDUCATION	80	12	14	14	16
YEARS WITH PRESENT BANK	79	7	12	11	15
YEARS IN POSITION	78	2	4	3	6
REPORTING LEVEL	76	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	4	18	12	29
ASSET SIZE (MILLIONS)	80	$32.0	$34.5	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$15,000	$20,190	$19,710	$24,363
BONUS	39	1,000	2,272	1,700	3,000
TOTAL COMPENSATION	58	16,528	21,718	21,100	25,751
AGE	55	34	45	45	54
YEARS OF EDUCATION	55	13	15	16	16
YEARS WITH PRESENT BANK	55	6	13	8	18
YEARS IN POSITION	54	3	6	5	8
REPORTING LEVEL	56	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	4	2	3
ASSET SIZE (MILLIONS)	58	$32.0	$34.6	$35.0	$37.5

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $40 TO $49 MILLION

Of the 3,203 banks submitting data for the national survey results, 358 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	357	$37,500	$43,556	$42,600	$48,000
BONUS	213	2,910	6,894	4,635	8,536
TOTAL COMPENSATION	357	40,000	47,669	45,680	52,050
AGE	347	46	52	52	58
YEARS OF EDUCATION	351	14	15	16	16
YEARS WITH PRESENT BANK	350	8	17	14	24
YEARS IN POSITION	347	4	9	8	12
REPORTING LEVEL	357	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	340	40	53	51	65
ASSET SIZE (MILLIONS)	357	$42.0	$45.1	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	304	$26,400	$30,913	$30,000	$34,230
BONUS	171	2,000	3,919	3,000	5,000
TOTAL COMPENSATION	304	27,796	33,117	32,094	37,000
AGE	299	41	48	47	54
YEARS OF EDUCATION	297	13	15	16	16
YEARS WITH PRESENT BANK	300	6	15	14	22
YEARS IN POSITION	295	2	6	5	8
REPORTING LEVEL	288	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	281	10	34	33	50
ASSET SIZE (MILLIONS)	304	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$16,000	$19,905	$19,000	$22,500
BONUS	47	1,023	2,144	1,650	2,471
TOTAL COMPENSATION	91	17,000	21,013	19,910	24,000
AGE	88	34	43	41	49
YEARS OF EDUCATION	89	12	14	14	16
YEARS WITH PRESENT BANK	90	4	10	8	14
YEARS IN POSITION	87	2	5	4	6
REPORTING LEVEL	90	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	87	9	14	11	16
ASSET SIZE (MILLIONS)	91	$42.0	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$11,500	$14,554	$14,000	$17,420
BONUS	92	596	1,311	1,180	1,718
TOTAL COMPENSATION	183	11,700	15,213	14,800	18,394
AGE	177	33	41	40	48
YEARS OF EDUCATION	180	12	13	12	14
YEARS WITH PRESENT BANK	179	5	11	9	15
YEARS IN POSITION	173	2	4	3	6
REPORTING LEVEL	177	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	172	3	5	5	6
ASSET SIZE (MILLIONS)	183	$42.0	$45.4	$45.8	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,290	$18,223	$18,000	$22,000
BONUS	56	500	1,239	1,000	1,770
TOTAL COMPENSATION	121	14,300	18,796	18,692	22,500
AGE	116	35	44	42	53
YEARS OF EDUCATION	118	12	14	14	16
YEARS WITH PRESENT BANK	120	3	9	7	12
YEARS IN POSITION	119	2	4	3	6
REPORTING LEVEL	113	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	67	1	6	2	5
ASSET SIZE (MILLIONS)	121	$42.7	$45.7	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$20,015	$24,357	$24,000	$27,648
BONUS	98	948	2,328	1,953	3,288
TOTAL COMPENSATION	198	21,313	25,510	25,000	29,181
AGE	191	34	41	39	47
YEARS OF EDUCATION	191	14	15	16	16
YEARS WITH PRESENT BANK	192	3	9	7	13
YEARS IN POSITION	185	2	5	4	6
REPORTING LEVEL	187	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	158	2	8	5	10
ASSET SIZE (MILLIONS)	198	$42.4	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	99	$13,500	$16,099	$15,500	$19,100
BONUS	50	375	1,024	740	1,275
TOTAL COMPENSATION	99	13,700	16,616	16,000	19,300
AGE	94	30	36	33	40
YEARS OF EDUCATION	96	12	15	16	16
YEARS WITH PRESENT BANK	96	3	7	5	8
YEARS IN POSITION	92	2	3	2	4
REPORTING LEVEL	94	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	2	4
ASSET SIZE (MILLIONS)	99	$41.0	$45.1	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	124	$15,063	$19,023	$18,900	$22,242
BONUS	63	750	1,503	1,350	1,875
TOTAL COMPENSATION	124	15,775	19,786	19,493	23,150
AGE	121	32	42	40	50
YEARS OF EDUCATION	123	12	15	15	16
YEARS WITH PRESENT BANK	123	5	12	10	17
YEARS IN POSITION	119	2	5	3	7
REPORTING LEVEL	118	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	11	4	10
ASSET SIZE (MILLIONS)	124	$42.4	$45.8	$46.6	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	156	$9,600	$11,907	$11,470	$13,795
BONUS	64	318	865	775	1,245
TOTAL COMPENSATION	156	10,000	12,262	11,525	14,296
AGE	151	27	35	31	39
YEARS OF EDUCATION	150	12	14	13	15
YEARS WITH PRESENT BANK	152	2	5	3	5
YEARS IN POSITION	150	2	3	2	3
REPORTING LEVEL	147	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	59	1	2	1	2
ASSET SIZE (MILLIONS)	156	$43.6	$45.9	$47.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	279	$16,080	$19,066	$18,700	$21,600
BONUS	146	815	1,694	1,357	2,333
TOTAL COMPENSATION	279	17,000	19,953	19,500	22,450
AGE	271	33	41	39	46
YEARS OF EDUCATION	268	12	14	14	16
YEARS WITH PRESENT BANK	274	5	10	8	12
YEARS IN POSITION	267	2	6	4	7
REPORTING LEVEL	266	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	233	3	6	5	6
ASSET SIZE (MILLIONS)	279	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	226	$12,038	$13,933	$13,680	$15,425
BONUS	109	500	1,011	1,000	1,400
TOTAL COMPENSATION	226	12,500	14,420	14,000	16,000
AGE	222	29	35	33	38
YEARS OF EDUCATION	222	12	14	14	16
YEARS WITH PRESENT BANK	224	3	7	6	10
YEARS IN POSITION	217	2	3	3	4
REPORTING LEVEL	216	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	124	1	3	2	4
ASSET SIZE (MILLIONS)	226	$42.0	$45.3	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	199	$12,400	$15,059	$14,400	$17,000
BONUS	105	500	1,295	1,000	1,600
TOTAL COMPENSATION	199	13,000	15,742	15,000	17,600
AGE	195	31	40	39	48
YEARS OF EDUCATION	194	12	14	14	16
YEARS WITH PRESENT BANK	198	4	10	8	13
YEARS IN POSITION	194	2	4	3	5
REPORTING LEVEL	173	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	1	7	1	3
ASSET SIZE (MILLIONS)	199	$42.0	$45.4	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	202	$16,400	$19,677	$18,650	$23,000
BONUS	107	964	1,839	1,580	2,400
TOTAL COMPENSATION	202	17,008	20,651	20,173	24,000
AGE	200	34	42	41	48
YEARS OF EDUCATION	199	12	14	14	16
YEARS WITH PRESENT BANK	201	4	11	8	15
YEARS IN POSITION	195	2	5	4	7
REPORTING LEVEL	195	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	133	2	6	4	8
ASSET SIZE (MILLIONS)	202	$42.0	$45.1	$45.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	151	$15,000	$19,396	$19,260	$22,645
BONUS	80	725	1,611	1,228	2,250
TOTAL COMPENSATION	151	16,400	20,250	19,600	23,250
AGE	148	34	43	42	51
YEARS OF EDUCATION	149	12	14	14	16
YEARS WITH PRESENT BANK	150	4	11	8	15
YEARS IN POSITION	145	2	5	4	7
REPORTING LEVEL	146	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	111	1	4	2	3
ASSET SIZE (MILLIONS)	151	$42.0	$45.6	$46.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$9,500	$11,045	$10,800	$12,000
BONUS	21	160	685	500	1,042
TOTAL COMPENSATION	55	9,600	11,307	11,000	12,563
AGE	52	25	28	27	29
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	53	2	3	2	4
YEARS IN POSITION	53	1	2	2	2
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	2	5	2	10
ASSET SIZE (MILLIONS)	55	$41.4	$44.7	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	309	$18,330	$22,448	$21,120	$24,948
BONUS	167	1,080	2,153	1,760	2,695
TOTAL COMPENSATION	309	19,325	23,612	22,400	26,450
AGE	305	36	43	43	50
YEARS OF EDUCATION	304	12	14	14	16
YEARS WITH PRESENT BANK	306	6	13	11	20
YEARS IN POSITION	297	2	6	4	8
REPORTING LEVEL	299	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	291	16	31	29	41
ASSET SIZE (MILLIONS)	309	$42.0	$45.0	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	140	$13,000	$16,069	$15,125	$18,150
BONUS	62	611	1,426	1,145	1,800
TOTAL COMPENSATION	140	13,500	16,701	16,000	18,612
AGE	138	33	42	40	50
YEARS OF EDUCATION	136	12	14	14	16
YEARS WITH PRESENT BANK	138	6	12	9	16
YEARS IN POSITION	137	2	4	3	5
REPORTING LEVEL	135	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	107	3	20	9	28
ASSET SIZE (MILLIONS)	140	$44.0	$46.0	$47.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	100	$16,425	$20,715	$20,735	$24,000
BONUS	55	1,000	1,931	1,667	2,683
TOTAL COMPENSATION	100	17,000	21,777	21,570	25,075
AGE	98	37	45	44	53
YEARS OF EDUCATION	99	13	15	16	16
YEARS WITH PRESENT BANK	98	3	12	8	16
YEARS IN POSITION	96	2	6	4	8
REPORTING LEVEL	96	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	84	1	3	2	3
ASSET SIZE (MILLIONS)	100	$42.0	$45.5	$46.0	$49.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $50 TO $99 MILLION

Of the 3,203 banks submitting data for the national survey results, 431 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Correspondent Bank Officer
Top International Banking Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	425	$42,450	$50,226	$49,000	$55,256
BONUS	220	3,639	8,477	5,375	10,000
TOTAL COMPENSATION	425	45,000	54,613	52,200	61,000
AGE	418	46	53	54	59
YEARS OF EDUCATION	410	14	15	16	16
YEARS WITH PRESENT BANK	419	8	18	16	26
YEARS IN POSITION	414	4	9	7	12
REPORTING LEVEL	424	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	407	65	85	83	102
ASSET SIZE (MILLIONS)	425	$62.0	$72.8	$72.2	$83.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	350	$30,000	$35,531	$34,000	$39,375
BONUS	168	2,246	4,796	3,425	5,682
TOTAL COMPENSATION	350	31,275	37,833	35,620	42,106
AGE	345	42	49	48	56
YEARS OF EDUCATION	339	13	15	16	16
YEARS WITH PRESENT BANK	346	7	17	15	26
YEARS IN POSITION	335	2	6	4	7
REPORTING LEVEL	332	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	321	15	55	59	84
ASSET SIZE (MILLIONS)	350	$60.7	$71.9	$70.9	$82.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	146	$20,225	$26,646	$26,500	$30,500
BONUS	58	1,435	2,711	2,150	3,456
TOTAL COMPENSATION	146	21,981	27,723	27,000	31,275
AGE	143	38	46	46	54
YEARS OF EDUCATION	144	12	14	15	16
YEARS WITH PRESENT BANK	145	7	15	14	23
YEARS IN POSITION	142	2	5	4	7
REPORTING LEVEL	143	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	138	7	43	38	69
ASSET SIZE (MILLIONS)	146	$62.9	$75.3	$77.2	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	38	$15,383	$18,741	$17,850	$20,750
BONUS	13	893	1,231	1,218	1,695
TOTAL COMPENSATION	38	15,460	19,162	18,103	22,001
AGE	38	34	43	42	50
YEARS OF EDUCATION	36	12	14	14	16
YEARS WITH PRESENT BANK	38	6	11	11	14
YEARS IN POSITION	37	3	6	5	7
REPORTING LEVEL	37	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	20	1	9	1	3
ASSET SIZE (MILLIONS)	38	$62.1	$75.1	$72.8	$89.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$20,750	$26,932	$24,720	$31,570
BONUS	17	1,435	2,144	1,800	2,967
TOTAL COMPENSATION	43	21,318	27,780	25,465	32,000
AGE	42	37	47	45	58
YEARS OF EDUCATION	37	13	15	16	16
YEARS WITH PRESENT BANK	42	8	18	14	24
YEARS IN POSITION	40	3	7	5	10
REPORTING LEVEL	40	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	30	1	26	3	34
ASSET SIZE (MILLIONS)	43	$67.8	$78.9	$80.0	$89.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,713	$21,468	$16,430	$29,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12,713	21,968	17,929	29,125
AGE	6	39	45	43	52
YEARS OF EDUCATION	5	13	15	16	16
YEARS WITH PRESENT BANK	6	6	12	12	17
YEARS IN POSITION	6	3	4	5	6
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$71.4	$78.5	$77.5	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	64	$18,250	$21,621	$21,000	$25,325
BONUS	21	675	1,629	1,000	2,082
TOTAL COMPENSATION	64	19,050	22,156	21,100	25,325
AGE	61	36	43	43	50
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	6	13	10	19
YEARS IN POSITION	60	2	3	3	4
REPORTING LEVEL	61	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	11	41	28	47
ASSET SIZE (MILLIONS)	64	$60.1	$72.9	$76.0	$82.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$18,125	$21,366	$21,373	$25,000
BONUS	32	1,000	2,442	1,494	2,062
TOTAL COMPENSATION	62	18,950	22,627	21,550	25,559
AGE	60	36	43	42	51
YEARS OF EDUCATION	60	12	14	14	16
YEARS WITH PRESENT BANK	60	6	12	8	16
YEARS IN POSITION	60	2	6	5	7
REPORTING LEVEL	59	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	10	25
ASSET SIZE (MILLIONS)	62	$60.0	$72.6	$74.6	$82.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	147	$14,900	$17,763	$17,520	$20,330
BONUS	69	710	1,817	1,296	2,171
TOTAL COMPENSATION	147	15,000	18,616	17,983	21,000
AGE	146	33	41	39	49
YEARS OF EDUCATION	142	12	14	13	16
YEARS WITH PRESENT BANK	146	5	11	9	16
YEARS IN POSITION	145	2	5	4	6
REPORTING LEVEL	140	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	140	7	12	11	15
ASSET SIZE (MILLIONS)	147	$63.7	$75.3	$77.8	$86.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	249	$12,450	$14,923	$14,560	$16,987
BONUS	97	567	1,130	949	1,390
TOTAL COMPENSATION	249	12,747	15,363	15,132	17,350
AGE	244	33	42	40	49
YEARS OF EDUCATION	240	12	13	12	15
YEARS WITH PRESENT BANK	246	6	11	9	16
YEARS IN POSITION	241	2	4	3	5
REPORTING LEVEL	238	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	235	4	6	5	7
ASSET SIZE (MILLIONS)	249	$61.7	$73.5	$74.2	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$16,704	$23,703	$23,500	$28,000
BONUS	17	625	1,647	1,500	2,150
TOTAL COMPENSATION	47	17,500	24,298	24,500	28,000
AGE	46	35	44	43	52
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	47	3	9	7	10
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	33	1	8	2	6
ASSET SIZE (MILLIONS)	47	$66.0	$75.4	$77.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,100	$18,052	$16,022	$18,930
BONUS	12	828	2,419	1,123	3,091
TOTAL COMPENSATION	36	14,100	18,859	16,022	21,130
AGE	35	35	44	43	52
YEARS OF EDUCATION	35	12	14	14	16
YEARS WITH PRESENT BANK	36	4	9	9	12
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	1	12	2	4
ASSET SIZE (MILLIONS)	36	$67.5	$76.4	$79.5	$83.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	71	$12.000	$15.918	$14.280	$20.189
BONUS	25	703	1.291	1.200	1.968
TOTAL COMPENSATION	71	12.100	16.372	14.400	20.410
AGE	71	29	39	35	45
YEARS OF EDUCATION	69	14	15	16	16
YEARS WITH PRESENT BANK	71	4	9	6	11
YEARS IN POSITION	69	2	4	3	4
REPORTING LEVEL	67	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	58	1	4	3	5
ASSET SIZE (MILLIONS)	71	$70.0	$78.6	$80.0	$87.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$22.800	$26.643	$26.415	$30.240
BONUS	72	1.349	2.594	2.173	3.293
TOTAL COMPENSATION	198	23.425	27.587	27.215	32.500
AGE	195	36	43	42	48
YEARS OF EDUCATION	189	14	15	16	16
YEARS WITH PRESENT BANK	197	5	12	10	16
YEARS IN POSITION	193	2	5	3	6
REPORTING LEVEL	194	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	185	4	9	6	10
ASSET SIZE (MILLIONS)	198	$65.8	$75.5	$75.3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	272	$18,000	$21,989	$21,450	$24,938
BONUS	99	854	2,073	1,500	2,450
TOTAL COMPENSATION	272	18,725	22,743	22,000	25,877
AGE	268	34	43	41	50
YEARS OF EDUCATION	263	13	15	16	16
YEARS WITH PRESENT BANK	270	4	11	8	15
YEARS IN POSITION	261	2	5	4	6
REPORTING LEVEL	267	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	1	6	3	5
ASSET SIZE (MILLIONS)	272	$64.0	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$14,020	$16,079	$15,900	$18,000
BONUS	41	524	1,185	1,000	1,510
TOTAL COMPENSATION	129	14,400	16,456	16,215	18,254
AGE	127	30	35	33	38
YEARS OF EDUCATION	124	13	15	16	16
YEARS WITH PRESENT BANK	127	3	8	6	9
YEARS IN POSITION	125	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	52	1	5	1	3
ASSET SIZE (MILLIONS)	129	$67.1	$77.1	$78.0	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$16,200	$20,723	$19,900	$24,313
BONUS	41	759	1,793	1,500	2,620
TOTAL COMPENSATION	88	16,220	21,558	21,400	25,122
AGE	87	31	37	35	42
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	4	9	7	11
YEARS IN POSITION	85	2	5	4	7
REPORTING LEVEL	86	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	84	4	11	8	15
ASSET SIZE (MILLIONS)	88	$65.5	$76.3	$77.1	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	239	$21,988	$26,924	$26,000	$30,216
BONUS	102	1,275	3,362	2,467	4,213
TOTAL COMPENSATION	239	23,000	28,359	26,820	31,921
AGE	234	36	44	42	51
YEARS OF EDUCATION	229	14	15	16	16
YEARS WITH PRESENT BANK	237	5	13	11	18
YEARS IN POSITION	232	2	5	4	7
REPORTING LEVEL	233	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	220	3	23	8	35
ASSET SIZE (MILLIONS)	239	$62.0	$73.9	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	168	$10,800	$13,007	$12,385	$15,000
BONUS	52	400	878	711	1,015
TOTAL COMPENSATION	168	10,985	13,279	12,575	15,000
AGE	165	29	37	33	43
YEARS OF EDUCATION	160	12	14	13	16
YEARS WITH PRESENT BANK	166	2	5	4	6
YEARS IN POSITION	158	2	3	2	4
REPORTING LEVEL	162	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	168	$63.6	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	318	$17,500	$20,970	$20,400	$24,100
BONUS	132	951	2,071	1,500	2,483
TOTAL COMPENSATION	318	18,370	21,829	21,000	24,575
AGE	316	36	43	42	50
YEARS OF EDUCATION	308	12	14	14	16
YEARS WITH PRESENT BANK	317	5	12	10	16
YEARS IN POSITION	310	2	6	4	8
REPORTING LEVEL	310	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	302	4	8	6	9
ASSET SIZE (MILLIONS)	318	$63.2	$73.5	$72.8	$84.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	330	$13,500	$16,130	$15,500	$17,681
BONUS	121	582	1,329	1,000	1,793
TOTAL COMPENSATION	330	13,991	16,618	15,838	18,279
AGE	326	31	39	37	46
YEARS OF EDUCATION	320	12	14	14	16
YEARS WITH PRESENT BANK	327	4	10	8	13
YEARS IN POSITION	320	2	5	3	6
REPORTING LEVEL	321	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	2	6	3	6
ASSET SIZE (MILLIONS)	330	$62.0	$73.9	$73.7	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	297	$13,500	$16,493	$16,100	$19,000
BONUS	114	596	1,428	1,188	1,643
TOTAL COMPENSATION	297	13,831	17,041	16,650	19,618
AGE	292	32	40	37	47
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	293	3	10	7	13
YEARS IN POSITION	288	2	5	3	6
REPORTING LEVEL	254	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	195	1	4	1	2
ASSET SIZE (MILLIONS)	297	$62.0	$72.8	$72.2	$82.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	78	$15,975	$21,346	$21,115	$26,825
BONUS	28	841	2,344	1,555	2,702
TOTAL COMPENSATION	78	16,500	22,187	21,250	27,000
AGE	75	33	41	40	48
YEARS OF EDUCATION	74	12	15	16	16
YEARS WITH PRESENT BANK	75	3	8	6	13
YEARS IN POSITION	75	2	3	3	4
REPORTING LEVEL	72	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	53	3	9	5	10
ASSET SIZE (MILLIONS)	78	$63.8	$75.9	$77.4	$86.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	164	$14,800	$18,886	$18,280	$22,440
BONUS	60	652	1,371	1,192	1,987
TOTAL COMPENSATION	164	15,352	19,388	18,661	23,250
AGE	162	32	40	36	47
YEARS OF EDUCATION	159	13	15	16	16
YEARS WITH PRESENT BANK	162	4	9	7	12
YEARS IN POSITION	159	2	4	3	6
REPORTING LEVEL	159	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	164	$63.2	$74.8	$76.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	167	$19,000	$22,284	$21,600	$25,850
BONUS	59	840	2,227	1,940	2,865
TOTAL COMPENSATION	167	19,350	23,071	22,400	26,500
AGE	163	36	45	45	53
YEARS OF EDUCATION	161	12	14	14	16
YEARS WITH PRESENT BANK	164	6	14	12	21
YEARS IN POSITION	163	3	6	4	8
REPORTING LEVEL	161	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	149	2	6	3	4
ASSET SIZE (MILLIONS)	167	$63.9	$74.4	$73.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	143	$16,000	$19,555	$19,000	$22,500
BONUS	59	500	1,577	1,069	2,000
TOTAL COMPENSATION	143	16,200	20,206	19,431	23,500
AGE	142	35	44	44	53
YEARS OF EDUCATION	138	12	14	14	16
YEARS WITH PRESENT BANK	142	5	14	11	21
YEARS IN POSITION	139	2	5	3	6
REPORTING LEVEL	139	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	96	1	4	2	4
ASSET SIZE (MILLIONS)	143	$62.0	$74.2	$72.9	$87.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$11,960	$14,791	$14,980	$17,000
BONUS	19	600	1,201	1,046	1,530
TOTAL COMPENSATION	55	12,000	15,206	15,000	17,730
AGE	54	30	38	37	49
YEARS OF EDUCATION	53	12	14	13	16
YEARS WITH PRESENT BANK	54	4	9	7	12
YEARS IN POSITION	53	2	3	2	4
REPORTING LEVEL	52	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	1	9	2	3
ASSET SIZE (MILLIONS)	55	$70.0	$77.9	$78.0	$88.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	145	$10,500	$12,700	$12,000	$14,550
BONUS	49	474	1,001	833	1,200
TOTAL COMPENSATION	145	10,745	13,039	12,456	14,763
AGE	142	35	45	46	54
YEARS OF EDUCATION	139	12	13	12	12
YEARS WITH PRESENT BANK	143	8	15	14	21
YEARS IN POSITION	141	2	4	3	5
REPORTING LEVEL	139	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	103	3	9	5	9
ASSET SIZE (MILLIONS)	145	$62.4	$73.6	$74.0	$82.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$10,200	$11,258	$11,500	$12,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	10,400	11,490	11,950	12,500
AGE	12	24	27	26	28
YEARS OF EDUCATION	12	17	17	18	18
YEARS WITH PRESENT BANK	12	2	2	2	3
YEARS IN POSITION	12	1	2	2	2
REPORTING LEVEL	12	5	4	5	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	12	$68.7	$81.4	$85.8	$89.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	90	$9,371	$10,627	$10,710	$12,000
BONUS	20	313	693	626	917
TOTAL COMPENSATION	90	9,500	10,781	10,800	12,000
AGE	88	24	26	26	28
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	90	2	2	2	3
YEARS IN POSITION	90	1	2	2	2
REPORTING LEVEL	86	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	3	11	12	15
ASSET SIZE (MILLIONS)	90	$64.0	$75.5	$78.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	316	$18,000	$22,629	$22,000	$25,733
BONUS	128	999	2,214	1,801	2,970
TOTAL COMPENSATION	316	18,610	23,526	22,900	27,190
AGE	310	36	42	41	49
YEARS OF EDUCATION	305	12	14	14	16
YEARS WITH PRESENT BANK	313	6	14	12	21
YEARS IN POSITION	306	2	5	4	6
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	298	18	40	35	55
ASSET SIZE (MILLIONS)	316	$62.1	$73.5	$72.9	$83.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$16,275	$19,538	$18,660	$22,388
BONUS	13	362	1,300	1,300	2,249
TOTAL COMPENSATION	46	16,275	19,906	19,073	23,563
AGE	45	38	46	43	55
YEARS OF EDUCATION	45	12	13	12	14
YEARS WITH PRESENT BANK	45	6	14	12	20
YEARS IN POSITION	43	2	4	2	5
REPORTING LEVEL	43	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	41	6	9	8	12
ASSET SIZE (MILLIONS)	46	$69.5	$78.0	$78.0	$85.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$12,000	$15,064	$14,500	$16,800
BONUS	22	1,000	1,633	1,756	1,974
TOTAL COMPENSATION	67	13,100	15,600	14,900	17,784
AGE	64	32	43	43	54
YEARS OF EDUCATION	63	12	13	12	16
YEARS WITH PRESENT BANK	65	5	14	13	21
YEARS IN POSITION	64	2	5	4	6
REPORTING LEVEL	65	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	2	7	4	8
ASSET SIZE (MILLIONS)	67	$65.0	$75.5	$77.3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$13,500	$17,316	$16,200	$19,980
BONUS	68	601	1,583	1,030	2,177
TOTAL COMPENSATION	207	13,600	17,836	16,980	20,040
AGE	204	36	45	45	54
YEARS OF EDUCATION	202	12	14	13	16
YEARS WITH PRESENT BANK	204	5	14	10	19
YEARS IN POSITION	202	2	4	3	5
REPORTING LEVEL	199	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	154	1	18	3	24
ASSET SIZE (MILLIONS)	207	$65.0	$76.4	$77.4	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$19,670	$26,479	$22,500	$35,047
BONUS	8	1,167	1,919	1,629	2,100
TOTAL COMPENSATION	20	21,354	27,247	24,300	36,175
AGE	20	35	43	41	53
YEARS OF EDUCATION	20	14	15	16	16
YEARS WITH PRESENT BANK	20	7	12	11	16
YEARS IN POSITION	20	3	5	5	7
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	2	41	9	96
ASSET SIZE (MILLIONS)	20	$68.1	$79.5	$80.0	$88.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$13,100	$17,160	$16,500	$21,000
BONUS	38	595	1,584	1,045	1,938
TOTAL COMPENSATION	93	13,790	17,808	16,555	21,250
AGE	90	34	44	45	55
YEARS OF EDUCATION	87	12	14	13	16
YEARS WITH PRESENT BANK	92	5	15	11	23
YEARS IN POSITION	89	2	4	3	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	53	3	20	5	20
ASSET SIZE (MILLIONS)	93	$65.0	$75.6	$76.6	$84.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$10,625	$14,258	$13,912	$15,960
BONUS	9	175	1,028	582	1,941
TOTAL COMPENSATION	24	11,050	14,643	13,928	15,960
AGE	23	38	46	51	53
YEARS OF EDUCATION	23	12	13	12	14
YEARS WITH PRESENT BANK	23	6	14	12	23
YEARS IN POSITION	21	2	3	2	3
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	5	21	8	14
ASSET SIZE (MILLIONS)	24	$68.3	$79.2	$80.6	$92.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	216	$21,300	$26,653	$25,850	$31,000
BONUS	84	1,000	2,538	1,695	2,950
TOTAL COMPENSATION	216	21,800	27,640	26,850	31,826
AGE	213	37	45	44	52
YEARS OF EDUCATION	207	16	16	16	18
YEARS WITH PRESENT BANK	215	4	10	8	14
YEARS IN POSITION	210	3	6	5	9
REPORTING LEVEL	210	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	206	2	5	3	5
ASSET SIZE (MILLIONS)	216	$64.0	$75.0	$75.0	$85.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	111	$12,000	$15,308	$14,750	$18,280
BONUS	39	699	1,152	1,000	1,575
TOTAL COMPENSATION	111	12,200	15,713	14,900	18,512
AGE	110	34	41	40	48
YEARS OF EDUCATION	107	12	14	13	16
YEARS WITH PRESENT BANK	111	6	12	9	15
YEARS IN POSITION	110	2	4	4	6
REPORTING LEVEL	106	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	93	2	3	3	4
ASSET SIZE (MILLIONS)	111	$65.0	$76.2	$77.0	$86.9

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $100 TO $249 MILLION

Of the 3,203 banks submitting data for the national survey results, 355 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	354	$54,000	$64,786	$62,750	$74,991
BONUS	182	4,156	10,624	7,500	14,087
TOTAL COMPENSATION	354	57,000	70,248	68,824	79,200
AGE	351	47	53	53	60
YEARS OF EDUCATION	343	16	16	16	17
YEARS WITH PRESENT BANK	352	8	18	16	25
YEARS IN POSITION	346	4	8	6	11
REPORTING LEVEL	354	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	334	120	177	164	217
ASSET SIZE (MILLIONS)	354	$112.3	$149.8	$137.0	$180.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	299	$37,800	$45,191	$44,000	$52,000
BONUS	146	2,500	6,359	4,500	8,848
TOTAL COMPENSATION	299	39,000	48,296	46,000	55,999
AGE	297	42	49	48	55
YEARS OF EDUCATION	289	14	16	16	16
YEARS WITH PRESENT BANK	298	6	16	12	23
YEARS IN POSITION	292	3	5	4	7
REPORTING LEVEL	291	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	277	31	123	109	177
ASSET SIZE (MILLIONS)	299	$115.1	$151.2	$140.0	$181.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$26,000	$32,701	$30,430	$37,275
BONUS	53	1,487	3,165	2,616	3,486
TOTAL COMPENSATION	128	26,643	34,012	32,300	38,804
AGE	127	38	45	44	50
YEARS OF EDUCATION	125	14	15	16	16
YEARS WITH PRESENT BANK	128	6	14	11	21
YEARS IN POSITION	123	2	5	4	7
REPORTING LEVEL	126	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	119	10	61	40	87
ASSET SIZE (MILLIONS)	128	$115.3	$150.5	$138.1	$180.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	60	$13,200	$18,502	$17,700	$21,500
BONUS	23	739	1,212	1,100	2,143
TOTAL COMPENSATION	60	13,700	18,966	19,013	22,224
AGE	57	35	43	40	51
YEARS OF EDUCATION	58	14	15	16	16
YEARS WITH PRESENT BANK	59	3	10	8	15
YEARS IN POSITI	59	2	4	4	6
REPORTING LEV	58	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	2	2	3
ASSET SIZE (MILLIONS)	60	$127.1	$156.2	$145.1	$191.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	109	$23,930	$29,445	$27,792	$34,300
BONUS	36	1,264	2,548	1,855	3,263
TOTAL COMPENSATION	109	24,050	30,286	28,310	35,900
AGE	109	35	45	43	53
YEARS OF EDUCATION	108	14	15	16	17
YEARS WITH PRESENT BANK	109	6	13	10	18
YEARS IN POSITION	109	3	5	5	7
REPORTING LEVEL	99	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	82	1	9	3	4
ASSET SIZE (MILLIONS)	109	$114.5	$159.7	$150.0	$203.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$13,250	$31,027	$31,850	$48,825
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	13,598	33,055	36,400	50,255
AGE	12	36	50	52	63
YEARS OF EDUCATION	12	12	15	16	16
YEARS WITH PRESENT BANK	12	7	19	15	28
YEARS IN POSITION	12	3	5	5	6
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	2	11	4	7
ASSET SIZE (MILLIONS)	12	$111.2	$143.9	$128.6	$174.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$20,546	$25,872	$25,000	$29,000
BONUS	43	1,162	2,321	1,900	3,260
TOTAL COMPENSATION	129	20,792	26,646	25,500	30,781
AGE	128	38	44	43	50
YEARS OF EDUCATION	129	12	14	14	16
YEARS WITH PRESENT BANK	129	8	15	14	21
YEARS IN POSITION	127	2	4	3	6
REPORTING LEVEL	127	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	128	26	79	61	106
ASSET SIZE (MILLIONS)	129	$125.2	$158.9	$152.8	$191.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$18,500	$23,624	$23,000	$28,890
BONUS	25	565	2,343	1,500	2,340
TOTAL COMPENSATION	73	18,700	24,426	23,201	29,632
AGE	71	37	45	46	51
YEARS OF EDUCATION	71	12	14	15	16
YEARS WITH PRESENT BANK	71	6	14	11	20
YEARS IN POSITION	71	2	5	3	6
REPORTING LEVEL	71	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	71	12	27	20	39
ASSET SIZE (MILLIONS)	73	$116.2	$152.6	$142.0	$177.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	196	$17,000	$20,264	$19,500	$23,000
BONUS	65	773	1,910	1,341	2,284
TOTAL COMPENSATION	196	17,095	20,898	19,963	23,490
AGE	195	36	43	41	50
YEARS OF EDUCATION	193	12	14	14	16
YEARS WITH PRESENT BANK	194	7	14	11	21
YEARS IN POSITION	190	2	5	4	8
REPORTING LEVEL	192	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	194	10	14	12	17
ASSET SIZE (MILLIONS)	196	$117.3	$154.5	$143.5	$184.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	233	$14,000	$16,591	$16,000	$18,118
BONUS	75	610	1,280	1,077	1,700
TOTAL COMPENSATION	233	14,050	17,003	16,500	18,792
AGE	226	33	41	40	48
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	228	7	12	10	16
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	225	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	228	5	7	6	8
ASSET SIZE (MILLIONS)	233	$117.2	$152.7	$143.0	$182.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$18,500	$24,313	$24,000	$29,600
BONUS	27	500	1,457	1,624	2,000
TOTAL COMPENSATION	87	18,500	24,766	24,600	29,600
AGE	82	39	48	48	56
YEARS OF EDUCATION	87	14	15	16	16
YEARS WITH PRESENT BANK	87	3	10	7	13
YEARS IN POSITION	86	2	4	3	5
REPORTING LEVEL	86	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	63	1	4	2	3
ASSET SIZE (MILLIONS)	87	$125.0	$163.6	$157.0	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$14,700	$18,897	$18,600	$22,750
BONUS	27	456	1,832	1,075	1,800
TOTAL COMPENSATION	87	14,900	19,466	19,025	23,624
AGE	86	36	49	49	60
YEARS OF EDUCATION	84	13	15	15	16
YEARS WITH PRESENT BANK	86	3	10	7	13
YEARS IN POSITION	82	2	4	3	6
REPORTING LEVEL	84	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	1	4	1	3
ASSET SIZE (MILLIONS)	87	$125.0	$161.9	$152.3	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	136	$13,825	$17,175	$16,125	$19,000
BONUS	45	777	1,565	1,150	1,844
TOTAL COMPENSATION	136	14,000	17,693	16,500	19,975
AGE	134	31	38	35	45
YEARS OF EDUCATION	133	14	15	16	16
YEARS WITH PRESENT BANK	136	3	8	7	10
YEARS IN POSITION	134	2	4	3	5
REPORTING LEVEL	134	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	127	2	5	4	6
ASSET SIZE (MILLIONS)	136	$124.3	$160.1	$152.6	$195.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	245	$25,500	$30,278	$30,000	$35,000
BONUS	102	1,738	3,036	2,500	3,647
TOTAL COMPENSATION	245	26,200	31,542	31,500	37,339
AGE	244	37	44	42	50
YEARS OF EDUCATION	240	14	15	16	16
YEARS WITH PRESENT BANK	243	5	13	10	18
YEARS IN POSITION	242	2	5	4	6
REPORTING LEVEL	239	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	239	5	11	8	14
ASSET SIZE (MILLIONS)	245	$115.0	$152.5	$144.5	$182.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	285	$20,000	$23,573	$23,200	$26,950
BONUS	97	983	1,983	1,600	2,500
TOTAL COMPENSATION	285	20,000	24,248	24,000	27,731
AGE	281	34	42	39	49
YEARS OF EDUCATION	277	14	15	16	16
YEARS WITH PRESENT BANK	283	4	11	9	16
YEARS IN POSITION	277	2	5	4	6
REPORTING LEVEL	274	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	171	1	5	2	6
ASSET SIZE (MILLIONS)	285	$114.5	$152.4	$143.0	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	181	$14,300	$16,978	$16,400	$19,000
BONUS	57	510	1,171	1,200	1,670
TOTAL COMPENSATION	181	14,511	17,346	16,850	19,300
AGE	180	29	34	32	36
YEARS OF EDUCATION	177	14	15	16	16
YEARS WITH PRESENT BANK	180	3	7	6	9
YEARS IN POSITION	177	2	3	2	3
REPORTING LEVEL	173	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	72	1	2	1	4
ASSET SIZE (MILLIONS)	181	$115.8	$153.7	$146.5	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$20,720	$27,023	$25,700	$31,675
BONUS	16	1,500	2,831	2,354	4,200
TOTAL COMPENSATION	54	20,720	27,862	25,975	33,571
AGE	54	35	45	44	54
YEARS OF EDUCATION	53	14	15	16	16
YEARS WITH PRESENT BANK	54	4	14	9	20
YEARS IN POSITION	54	3	6	4	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	6	3	4
ASSET SIZE (MILLIONS)	54	$130.7	$173.7	$184.0	$213.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	163	$20,000	$24,545	$24,000	$28,080
BONUS	62	990	1,973	1,725	2,525
TOTAL COMPENSATION	163	20,328	25,296	24,989	30,000
AGE	163	35	40	39	44
YEARS OF EDUCATION	161	14	15	14	16
YEARS WITH PRESENT BANK	163	5	11	9	14
YEARS IN POSITION	159	2	5	4	7
REPORTING LEVEL	162	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	8	20	15	26
ASSET SIZE (MILLIONS)	163	$124.0	$154.9	$147.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	262	$24,875	$30,468	$30,000	$35,123
BONUS	104	1,274	3,902	2,500	4,100
TOTAL COMPENSATION	262	25,300	32,017	30,299	37,000
AGE	260	36	43	42	50
YEARS OF EDUCATION	255	14	16	16	17
YEARS WITH PRESENT BANK	260	6	13	10	17
YEARS IN POSITION	255	3	5	4	7
REPORTING LEVEL	257	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	249	4	32	8	30
ASSET SIZE (MILLIONS)	262	$116.2	$152.9	$145.1	$182.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	212	$11,700	$14,001	$13,727	$16,395
BONUS	58	464	1,087	940	1,312
TOTAL COMPENSATION	212	11,705	14,299	14,000	16,395
AGE	210	31	38	35	45
YEARS OF EDUCATION	205	12	13	13	14
YEARS WITH PRESENT BANK	209	3	6	5	8
YEARS IN POSITION	207	2	3	2	4
REPORTING LEVEL	206	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	171	2	4	3	5
ASSET SIZE (MILLIONS)	212	$112.8	$151.1	$142.5	$181.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	293	$20,325	$24,428	$24,300	$27,124
BONUS	112	1,195	2,525	2,000	2,890
TOTAL COMPENSATION	293	21,000	25,393	25,000	29,375
AGE	291	38	45	44	52
YEARS OF EDUCATION	286	12	14	14	16
YEARS WITH PRESENT BANK	291	7	13	11	16
YEARS IN POSITION	285	3	6	5	8
REPORTING LEVEL	286	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	284	6	14	11	17
ASSET SIZE (MILLIONS)	293	$115.0	$151.3	$140.0	$181.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	290	$14,500	$16,828	$16,728	$19,000
BONUS	94	611	1,213	1,120	1,710
TOTAL COMPENSATION	290	14,515	17,221	17,000	19,315
AGE	287	32	39	37	45
YEARS OF EDUCATION	284	12	14	14	16
YEARS WITH PRESENT BANK	287	5	10	8	13
YEARS IN POSITION	281	2	5	4	7
REPORTING LEVEL	279	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	182	2	6	5	8
ASSET SIZE (MILLIONS)	290	$114.0	$151.5	$140.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	276	$17,000	$19,533	$19,010	$22,000
BONUS	97	683	1,391	1,250	1,950
TOTAL COMPENSATION	276	17,375	20,022	19,670	22,500
AGE	272	32	40	38	47
YEARS OF EDUCATION	269	13	15	16	16
YEARS WITH PRESENT BANK	274	3	10	7	13
YEARS IN POSITION	265	2	5	3	6
REPORTING LEVEL	248	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	255	2	4	2	3
ASSET SIZE (MILLIONS)	276	$115.0	$151.5	$141.5	$180.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,000	$26,939	$20,000	$34,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	17,000	27,319	21,400	34,000
AGE	11	38	44	46	54
YEARS OF EDUCATION	11	14	16	16	17
YEARS WITH PRESENT BANK	11	4	9	7	15
YEARS IN POSITION	11	3	4	4	5
REPORTING LEVEL	10	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	1	7	4	10
ASSET SIZE (MILLIONS)	11	$142.0	$165.6	$176.0	$193.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	112	$17,000	$21,997	$21,050	$27,000
BONUS	35	464	1,529	1,000	2,220
TOTAL COMPENSATION	112	17,163	22,474	21,475	27,400
AGE	110	32	43	42	55
YEARS OF EDUCATION	110	13	15	16	16
YEARS WITH PRESENT BANK	110	3	12	8	19
YEARS IN POSITION	110	2	4	3	5
REPORTING LEVEL	105	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	86	3	7	4	9
ASSET SIZE (MILLIONS)	112	$119.3	$156.9	$147.0	$187.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$18,412	$23,972	$23,400	$28,500
BONUS	66	1,000	2,202	1,695	2,644
TOTAL COMPENSATION	207	18,550	24,674	23,500	29,000
AGE	205	34	43	40	51
YEARS OF EDUCATION	203	14	15	16	16
YEARS WITH PRESENT BANK	206	4	9	7	12
YEARS IN POSITION	201	2	5	4	6
REPORTING LEVEL	202	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	181	1	5	2	4
ASSET SIZE (MILLIONS)	207	$121.0	$158.0	$152.3	$196.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	211	$21,600	$25,908	$25,000	$29,000
BONUS	77	1,106	2,585	2,100	3,009
TOTAL COMPENSATION	211	22,550	26,852	25,818	30,200
AGE	210	38	47	47	55
YEARS OF EDUCATION	207	12	15	16	16
YEARS WITH PRESENT BANK	210	5	15	11	22
YEARS IN POSITION	205	3	6	4	8
REPORTING LEVEL	207	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	3	6	4	6
ASSET SIZE (MILLIONS)	211	$116.4	$155.7	$147.0	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$15,675	$19,407	$18,660	$22,250
BONUS	55	600	1,817	1,237	2,100
TOTAL COMPENSATION	178	16,500	19,969	18,918	23,000
AGE	173	33	43	41	51
YEARS OF EDUCATION	173	12	14	14	16
YEARS WITH PRESENT BANK	177	6	12	10	15
YEARS IN POSITION	171	2	5	4	6
REPORTING LEVEL	171	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	118	1	4	2	4
ASSET SIZE (MILLIONS)	178	$113.9	$153.3	$140.0	$190.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$11,560	$14,020	$13,500	$15,900
BONUS	23	497	961	840	1,500
TOTAL COMPENSATION	93	11,600	14,258	13,800	15,900
AGE	92	29	36	32	40
YEARS OF EDUCATION	90	12	14	14	16
YEARS WITH PRESENT BANK	93	4	9	7	12
YEARS IN POSITION	93	2	3	2	3
REPORTING LEVEL	91	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	37	2	3	2	3
ASSET SIZE (MILLIONS)	93	$124.0	$159.5	$155.0	$197.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$11,490	$13,694	$13,000	$15,370
BONUS	51	366	1,101	908	1,250
TOTAL COMPENSATION	178	11,499	14,009	13,350	16,008
AGE	176	35	45	46	54
YEARS OF EDUCATION	173	12	13	12	14
YEARS WITH PRESENT BANK	176	8	15	13	21
YEARS IN POSITION	175	2	4	3	5
REPORTING LEVEL	172	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	137	3	8	6	10
ASSET SIZE (MILLIONS)	178	$114.7	$151.5	$143.8	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$10,185	$11,392	$11,250	$12,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	18	10,185	11,433	11,250	12,289
AGE	16	26	27	27	29
YEARS OF EDUCATION	17	17	17	17	18
YEARS WITH PRESENT BANK	16	2	2	2	2
YEARS IN POSITION	17	1	2	2	2
REPORTING LEVEL	16	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	18	$120.8	$157.6	$150.9	$192.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	120	$9,500	$10,534	$10,450	$11,475
BONUS	15	125	517	467	632
TOTAL COMPENSATION	120	9,500	10,598	10,500	11,500
AGE	115	24	26	25	28
YEARS OF EDUCATION	117	16	16	16	16
YEARS WITH PRESENT BANK	118	2	3	2	3
YEARS IN POSITION	117	1	2	2	2
REPORTING LEVEL	112	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	1	6	2	9
ASSET SIZE (MILLIONS)	120	$128.6	$164.3	$156.7	$201.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	295	$21,600	$26,719	$26,400	$30,500
BONUS	116	1,162	2,890	2,101	3,484
TOTAL COMPENSATION	295	22,300	27,856	27,000	32,100
AGE	294	37	43	42	50
YEARS OF EDUCATION	291	12	14	14	16
YEARS WITH PRESENT BANK	294	7	15	13	22
YEARS IN POSITION	290	2	5	4	7
REPORTING LEVEL	288	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	286	27	63	52	86
ASSET SIZE (MILLIONS)	295	$112.0	$150.3	$138.8	$182.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,925	$22,337	$20,500	$24,500
BONUS	12	694	1,502	1,520	2,269
TOTAL COMPENSATION	40	18,814	22,788	20,517	24,530
AGE	40	35	44	41	52
YEARS OF EDUCATION	39	12	14	14	16
YEARS WITH PRESENT BANK	40	6	14	12	20
YEARS IN POSITION	39	2	4	3	5
REPORTING LEVEL	39	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	9	25	17	27
ASSET SIZE (MILLIONS)	40	$110.0	$149.8	$145.5	$174.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$13,500	$17,170	$16,200	$20,400
BONUS	26	669	1,254	1,250	1,928
TOTAL COMPENSATION	75	13,680	17,605	16,500	20,750
AGE	72	34	43	44	52
YEARS OF EDUCATION	71	12	14	14	16
YEARS WITH PRESENT BANK	72	7	14	11	17
YEARS IN POSITION	70	2	4	3	6
REPORTING LEVEL	72	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	4	13	9	17
ASSET SIZE (MILLIONS)	75	$112.0	$147.9	$135.0	$178.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	291	$15,500	$19,489	$19,000	$22,300
BONUS	83	500	1,226	1,080	1,835
TOTAL COMPENSATION	291	15,900	19,839	19,500	23,275
AGE	290	35	44	43	53
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	290	4	12	9	16
YEARS IN POSITION	286	2	5	4	6
REPORTING LEVEL	282	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	255	2	13	3	5
ASSET SIZE (MILLIONS)	291	$115.6	$154.5	$144.5	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$24,471	$22,000	$29,000
BONUS	18	698	2,283	1,550	2,200
TOTAL COMPENSATION	43	16,661	25,426	22,000	30,000
AGE	43	32	43	40	55
YEARS OF EDUCATION	43	16	16	16	17
YEARS WITH PRESENT BANK	43	3	9	7	12
YEARS IN POSITION	42	2	4	3	6
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	31	1	10	2	4
ASSET SIZE (MILLIONS)	43	$124.0	$163.1	$165.0	$190.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,640	$18,282	$17,800	$21,600
BONUS	44	695	1,549	1,486	2,000
TOTAL COMPENSATION	121	15,000	18,845	18,500	22,575
AGE	119	37	46	46	55
YEARS OF EDUCATION	119	12	14	14	16
YEARS WITH PRESENT BANK	119	6	13	10	18
YEARS IN POSITION	119	2	5	4	7
REPORTING LEVEL	118	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	91	2	12	5	11
ASSET SIZE (MILLIONS)	121	$119.3	$158.2	$150.0	$194.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	50	$10,980	$14,597	$13,300	$16,550
BONUS	13	300	646	587	825
TOTAL COMPENSATION	50	11,438	14,765	13,400	16,738
AGE	50	32	39	37	45
YEARS OF EDUCATION	49	12	15	16	16
YEARS WITH PRESENT BANK	50	3	8	7	11
YEARS IN POSITION	49	2	3	2	3
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	29	1	13	3	5
ASSET SIZE (MILLIONS)	50	$115.0	$150.4	$135.2	$178.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	263	$27,500	$32,515	$32,000	$36,500
BONUS	105	1,319	2,835	2,500	3,700
TOTAL COMPENSATION	263	28,000	33,647	32,911	38,000
AGE	262	40	47	46	53
YEARS OF EDUCATION	257	16	17	16	19
YEARS WITH PRESENT BANK	261	5	11	9	15
YEARS IN POSITION	253	3	6	5	9
REPORTING LEVEL	255	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	257	5	10	7	13
ASSET SIZE (MILLIONS)	263	$118.0	$154.6	$145.7	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	206	$13,624	$17,684	$17,140	$20,925
BONUS	66	565	1,275	1,079	1,790
TOTAL COMPENSATION	206	13,965	18,092	17,160	21,220
AGE	205	33	41	40	49
YEARS OF EDUCATION	202	12	14	14	16
YEARS WITH PRESENT BANK	205	5	11	9	15
YEARS IN POSITION	199	2	5	4	7
REPORTING LEVEL	197	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	3	5	5	7
ASSET SIZE (MILLIONS)	206	$119.5	$156.0	$147.9	$188.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $250 TO $499 MILLION

Of the 3,203 banks submitting data for the national survey results, 106 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	103	$69,000	$80,952	$80,000	$91,500
BONUS	38	6,875	14,870	13,750	20,000
TOTAL COMPENSATION	103	70,003	86,438	84,300	100,000
AGE	100	49	55	56	60
YEARS OF EDUCATION	96	16	16	16	17
YEARS WITH PRESENT BANK	101	7	18	16	29
YEARS IN POSITION	102	3	8	5	10
REPORTING LEVEL	103	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	97	269	380	388	499
ASSET SIZE (MILLIONS)	103	$288.6	$356.5	$352.6	$420.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$48,500	$56,921	$55,000	$65,000
BONUS	30	6,225	11,447	9,950	13,531
TOTAL COMPENSATION	87	49,701	60,869	59,000	70,000
AGE	85	43	49	49	55
YEARS OF EDUCATION	82	16	16	16	16
YEARS WITH PRESENT BANK	86	6	16	14	25
YEARS IN POSITION	85	2	5	3	7
REPORTING LEVEL	85	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	80	54	254	262	386
ASSET SIZE (MILLIONS)	87	$288.6	$356.4	$351.0	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,350	$40,402	$40,000	$47,201
BONUS	18	1,975	6,488	5,400	9,500
TOTAL COMPENSATION	48	34,600	42,835	42,000	47,517
AGE	48	39	47	45	54
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	7	16	15	25
YEARS IN POSITION	48	2	5	4	6
REPORTING LEVEL	45	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	20	91	63	127
ASSET SIZE (MILLIONS)	48	$276.7	$349.9	$340.2	$417.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$16,316	$20,767	$20,000	$24,100
BONUS	10	450	3,273	1,550	5,112
TOTAL COMPENSATION	35	16,316	21,702	20,000	24,500
AGE	34	31	41	37	48
YEARS OF EDUCATION	34	16	16	16	16
YEARS WITH PRESENT BANK	34	6	11	9	14
YEARS IN POSITION	35	3	6	4	8
REPORTING LEVEL	34	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	24	1	2	2	3
ASSET SIZE (MILLIONS)	35	$326.5	$383.6	$390.0	$442.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	68	$26,052	$31,969	$31,450	$38,674
BONUS	27	2,000	4,554	4,000	6,000
TOTAL COMPENSATION	68	26,052	33,777	33,326	40,000
AGE	67	35	43	42	50
YEARS OF EDUCATION	65	16	16	16	17
YEARS WITH PRESENT BANK	68	7	13	11	16
YEARS IN POSITION	68	3	5	5	7
REPORTING LEVEL	66	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	61	2	6	4	9
ASSET SIZE (MILLIONS)	68	$292.9	$354.5	$345.4	$419.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$18,476	$25,160	$25,250	$30,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	19,625	27,060	26,500	32,400
AGE	9	33	41	37	50
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	3	8	7	12
YEARS IN POSITION	10	3	6	5	7
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	6	5	8
ASSET SIZE (MILLIONS)	10	$332.2	$393.0	$379.3	$464.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	66	$26,375	$31,972	$30,800	$37,000
BONUS	22	1,744	3,707	3,447	5,150
TOTAL COMPENSATION	66	27,375	33,207	31,348	38,125
AGE	64	38	45	45	51
YEARS OF EDUCATION	61	13	15	16	16
YEARS WITH PRESENT BANK	65	6	16	15	23
YEARS IN POSITION	65	2	4	3	6
REPORTING LEVEL	63	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	93	169	156	250
ASSET SIZE (MILLIONS)	66	$295.5	$365.7	$368.5	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$21,533	$26,099	$24,650	$30,000
BONUS	12	1,000	2,369	1,516	4,150
TOTAL COMPENSATION	42	21,533	26,776	25,400	31,065
AGE	40	41	47	48	53
YEARS OF EDUCATION	39	12	14	16	16
YEARS WITH PRESENT BANK	41	8	17	16	25
YEARS IN POSITION	41	3	7	5	10
REPORTING LEVEL	40	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	18	34	30	41
ASSET SIZE (MILLIONS)	42	$291.0	$361.3	$363.5	$425.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$18,200	$21,255	$20,350	$22,973
BONUS	20	838	2,322	1,350	3,600
TOTAL COMPENSATION	80	18,725	21,836	20,500	24,000
AGE	78	35	42	40	47
YEARS OF EDUCATION	76	12	14	14	16
YEARS WITH PRESENT BANK	79	8	15	12	21
YEARS IN POSITION	79	2	5	4	7
REPORTING LEVEL	77	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	79	11	16	15	18
ASSET SIZE (MILLIONS)	80	$287.1	$356.6	$352.2	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	76	$14,312	$16,778	$16,025	$18,000
BONUS	19	600	1,587	1,500	2,300
TOTAL COMPENSATION	76	14,525	17,175	16,350	18,357
AGE	74	33	39	37	44
YEARS OF EDUCATION	72	12	14	14	16
YEARS WITH PRESENT BANK	75	6	13	10	17
YEARS IN POSITION	75	3	4	3	5
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	75	5	7	7	8
ASSET SIZE (MILLIONS)	76	$292.1	$362.2	$366.0	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,900	$29,351	$27,900	$32,150
BONUS	16	813	4,797	2,400	6,000
TOTAL COMPENSATION	37	25,164	31,425	29,000	34,000
AGE	35	38	47	46	55
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	36	5	12	11	17
YEARS IN POSITION	37	2	5	4	9
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	29	1	3	2	5
ASSET SIZE (MILLIONS)	37	$284.4	$353.9	$360.0	$407.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$17,575	$21,331	$20,450	$25,000
BONUS	11	413	1,888	652	1,697
TOTAL COMPENSATION	42	17,575	21,825	20,699	25,000
AGE	41	36	47	47	57
YEARS OF EDUCATION	40	13	15	16	16
YEARS WITH PRESENT BANK	41	6	13	9	19
YEARS IN POSITION	41	3	5	4	7
REPORTING LEVEL	41	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	16	1	1	1	1
ASSET SIZE (MILLIONS)	42	$300.0	$373.6	$383.1	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$16,800	$20,705	$20,000	$25,000
BONUS	13	483	1,569	1,115	2,150
TOTAL COMPENSATION	61	17,400	21,039	20,000	25,100
AGE	60	31	42	38	51
YEARS OF EDUCATION	59	16	15	16	16
YEARS WITH PRESENT BANK	61	3	9	7	14
YEARS IN POSITION	61	2	4	3	6
REPORTING LEVEL	61	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	57	5	7	7	9
ASSET SIZE (MILLIONS)	61	$283.4	$347.8	$333.2	$404.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$30,000	$35,801	$36,000	$40,000
BONUS	33	1,888	4,643	3,800	5,651
TOTAL COMPENSATION	83	31,000	37,647	37,620	43,000
AGE	82	38	45	43	53
YEARS OF EDUCATION	81	16	16	16	17
YEARS WITH PRESENT BANK	83	8	15	12	18
YEARS IN POSITION	83	2	5	4	7
REPORTING LEVEL	83	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	77	7	20	13	25
ASSET SIZE (MILLIONS)	83	$291.0	$359.7	$360.0	$421.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	92	$21,500	$25,014	$25,000	$28,425
BONUS	24	1,035	2,565	1,737	2,895
TOTAL COMPENSATION	92	21,914	25,683	25,000	29,338
AGE	90	34	40	39	45
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	91	5	11	8	15
YEARS IN POSITION	91	2	4	4	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	3	5
ASSET SIZE (MILLIONS)	92	$289.2	$356.5	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$14,400	$17,438	$16,600	$19,400
BONUS	13	735	1,807	1,000	2,500
TOTAL COMPENSATION	61	14,650	17,823	16,700	19,900
AGE	61	29	32	31	35
YEARS OF EDUCATION	59	15	15	16	16
YEARS WITH PRESENT BANK	61	4	6	6	8
YEARS IN POSITION	61	1	2	2	3
REPORTING LEVEL	61	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	17	1	2	1	2
ASSET SIZE (MILLIONS)	61	$299.0	$362.2	$360.0	$421.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$25,000	$29,274	$28,124	$34,250
BONUS	11	1,500	4,874	3,700	6,000
TOTAL COMPENSATION	32	25,225	30,949	29,550	36,450
AGE	31	35	46	44	58
YEARS OF EDUCATION	31	13	15	16	16
YEARS WITH PRESENT BANK	32	7	17	14	24
YEARS IN POSITION	32	3	6	4	8
REPORTING LEVEL	32	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	3	5
ASSET SIZE (MILLIONS)	32	$298.6	$361.7	$359.0	$421.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	69	$25,050	$30,409	$30,000	$35,000
BONUS	18	1,600	3,111	3,250	4,275
TOTAL COMPENSATION	69	25,750	31,220	30,200	36,400
AGE	67	36	42	42	46
YEARS OF EDUCATION	65	13	15	15	16
YEARS WITH PRESENT BANK	68	4	10	9	16
YEARS IN POSITION	67	2	5	4	7
REPORTING LEVEL	66	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	64	19	48	35	69
ASSET SIZE (MILLIONS)	69	$294.1	$365.3	$367.0	$425.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$30,900	$38,233	$37,492	$44,000
BONUS	32	2,077	6,471	3,850	9,600
TOTAL COMPENSATION	87	32,000	40,613	38,000	48,738
AGE	85	38	45	45	53
YEARS OF EDUCATION	82	16	16	16	18
YEARS WITH PRESENT BANK	86	6	13	9	18
YEARS IN POSITION	86	2	6	6	8
REPORTING LEVEL	85	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	8	53	15	40
ASSET SIZE (MILLIONS)	87	$298.1	$363.1	$365.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$12,600	$15,682	$15,100	$18,000
BONUS	12	322	1,369	739	1,550
TOTAL COMPENSATION	75	12,600	15,901	15,100	18,400
AGE	74	32	38	35	44
YEARS OF EDUCATION	72	12	14	13	16
YEARS WITH PRESENT BANK	75	4	8	7	10
YEARS IN POSITION	75	2	4	2	5
REPORTING LEVEL	73	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	69	3	7	5	10
ASSET SIZE (MILLIONS)	75	$293.0	$362.5	$360.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$23,800	$27,564	$27,550	$31,000
BONUS	28	1,058	3,030	2,243	4,650
TOTAL COMPENSATION	86	24,350	28,550	28,053	32,000
AGE	83	39	47	48	55
YEARS OF EDUCATION	81	13	14	14	16
YEARS WITH PRESENT BANK	84	7	13	11	16
YEARS IN POSITION	84	2	6	4	8
REPORTING LEVEL	82	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	80	11	24	20	33
ASSET SIZE (MILLIONS)	86	$288.1	$357.5	$360.0	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$14,211	$17,402	$16,875	$20,075
BONUS	17	825	1,656	1,500	2,031
TOTAL COMPENSATION	86	14,288	17,729	17,000	20,370
AGE	85	33	40	38	45
YEARS OF EDUCATION	83	12	14	13	16
YEARS WITH PRESENT BANK	86	6	11	9	13
YEARS IN POSITION	85	2	5	4	6
REPORTING LEVEL	84	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	56	3	11	7	15
ASSET SIZE (MILLIONS)	86	$286.2	$355.6	$356.3	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	89	$21,000	$24,595	$24,000	$27,450
BONUS	24	1,500	2,598	2,185	3,650
TOTAL COMPENSATION	89	21,620	25,296	24,500	28,400
AGE	87	34	41	39	46
YEARS OF EDUCATION	86	14	15	16	16
YEARS WITH PRESENT BANK	88	3	11	9	17
YEARS IN POSITION	88	2	6	4	9
REPORTING LEVEL	85	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	86	4	7	6	8
ASSET SIZE (MILLIONS)	89	$287.6	$356.7	$358.0	$421.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$22,450	$31,463	$28,800	$41,550
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	22,968	34,335	28,800	45,450
AGE	13	37	47	45	57
YEARS OF EDUCATION	12	16	16	16	16
YEARS WITH PRESENT BANK	13	6	10	9	15
YEARS IN POSITION	13	2	5	4	8
REPORTING LEVEL	13	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	10	3	10	6	18
ASSET SIZE (MILLIONS)	13	$352.2	$405.5	$421.3	$466.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$18,000	$23,844	$23,000	$27,000
BONUS	10	607	1,629	1,500	1,943
TOTAL COMPENSATION	52	18,079	24,157	23,000	28,375
AGE	50	34	43	39	51
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	51	3	9	6	11
YEARS IN POSITION	51	2	4	2	5
REPORTING LEVEL	50	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	2	8	4	10
ASSET SIZE (MILLIONS)	52	$300.0	$363.6	$360.0	$427.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	74	$23,000	$28,637	$26,375	$34,563
BONUS	23	1,000	2,817	1,911	2,750
TOTAL COMPENSATION	74	24,133	29,513	27,700	34,563
AGE	72	35	42	41	48
YEARS OF EDUCATION	71	16	16	16	16
YEARS WITH PRESENT BANK	73	4	9	9	13
YEARS IN POSITION	73	2	5	3	6
REPORTING LEVEL	72	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	69	2	7	3	6
ASSET SIZE (MILLIONS)	74	$290.4	$354.0	$349.1	$416.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$24,791	$28,995	$28,260	$32,650
BONUS	27	1,188	3,444	2,000	4,800
TOTAL COMPENSATION	80	25,070	30,158	28,794	34,075
AGE	80	39	46	45	53
YEARS OF EDUCATION	77	13	15	16	16
YEARS WITH PRESENT BANK	80	5	14	13	20
YEARS IN POSITION	80	2	5	4	6
REPORTING LEVEL	79	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	75	5	10	7	12
ASSET SIZE (MILLIONS)	80	$289.2	$356.8	$356.3	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$17,342	$20,919	$20,646	$23,000
BONUS	20	525	2,177	1,260	3,241
TOTAL COMPENSATION	72	17,540	21,524	20,646	24,450
AGE	72	33	40	38	45
YEARS OF EDUCATION	69	12	14	15	16
YEARS WITH PRESENT BANK	72	5	13	10	18
YEARS IN POSITION	71	3	5	4	6
REPORTING LEVEL	70	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	2	6	4	7
ASSET SIZE (MILLIONS)	72	$284.2	$360.7	$362.5	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$12,500	$14,704	$14,500	$16,425
BONUS	6	371	1,055	550	1,950
TOTAL COMPENSATION	44	12,500	14,848	14,813	16,500
AGE	44	28	37	32	40
YEARS OF EDUCATION	42	12	14	14	16
YEARS WITH PRESENT BANK	44	4	7	7	8
YEARS IN POSITION	44	2	3	2	3
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	20	1	3	3	5
ASSET SIZE (MILLIONS)	44	$294.7	$364.6	$366.4	$424.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$10,600	$13,798	$13,500	$16,200
BONUS	10	450	1,059	753	1,701
TOTAL COMPENSATION	47	10,800	14,023	13,600	16,380
AGE	45	36	48	51	58
YEARS OF EDUCATION	44	12	13	12	14
YEARS WITH PRESENT BANK	47	7	17	13	23
YEARS IN POSITION	47	3	5	4	7
REPORTING LEVEL	46	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	26	3	9	7	12
ASSET SIZE (MILLIONS)	47	$286.7	$356.2	$346.5	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$9,975	$11,486	$11,100	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	10,375	11,604	11,350	12,000
AGE	9	26	32	33	38
YEARS OF EDUCATION	9	17	17	17	18
YEARS WITH PRESENT BANK	10	1	2	2	2
YEARS IN POSITION	8	1	2	2	2
REPORTING LEVEL	11	6	5	5	3
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	14	$296.3	$373.8	$376.5	$428.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$9,600	$10,855	$10,800	$11,630
BONUS	9	255	700	479	770
TOTAL COMPENSATION	61	9,637	10,958	10,800	11,994
AGE	54	24	26	25	27
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	56	1	2	2	2
YEARS IN POSITION	55	1	2	2	2
REPORTING LEVEL	52	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	61	$295.5	$354.8	$344.3	$414.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$25,975	$32,874	$31,950	$38,120
BONUS	33	1,550	4,811	3,500	5,750
TOTAL COMPENSATION	88	26,874	34,679	32,632	40,250
AGE	85	38	44	42	50
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	9	16	14	23
YEARS IN POSITION	87	2	5	4	7
REPORTING LEVEL	86	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	52	97	80	130
ASSET SIZE (MILLIONS)	88	$285.4	$356.2	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$22,800	$26,699	$25,000	$34,100
BONUS	6	938	1,958	1,550	2,675
TOTAL COMPENSATION	19	22,800	27,317	25,000	34,200
AGE	18	37	44	44	51
YEARS OF EDUCATION	17	13	15	16	16
YEARS WITH PRESENT BANK	18	9	16	13	21
YEARS IN POSITION	18	3	5	4	6
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	10	24	19	38
ASSET SIZE (MILLIONS)	19	$285.0	$353.5	$358.0	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$13,400	$17,480	$16,900	$21,700
BONUS	5	400	1,030	750	1,800
TOTAL COMPENSATION	23	13,500	17,704	17,250	21,700
AGE	23	32	40	38	56
YEARS OF EDUCATION	22	12	14	14	16
YEARS WITH PRESENT BANK	23	5	12	9	12
YEARS IN POSITION	23	1	4	3	5
REPORTING LEVEL	22	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	7	5	6	6	8
ASSET SIZE (MILLIONS)	23	$298.1	$362.1	$360.0	$415.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	98	$21,000	$24,928	$24,804	$27,500
BONUS	29	1,500	2,581	2,000	4,000
TOTAL COMPENSATION	98	21,000	25,692	25,000	29,050
AGE	96	35	43	42	50
YEARS OF EDUCATION	94	14	16	16	17
YEARS WITH PRESENT BANK	97	4	12	8	16
YEARS IN POSITION	97	2	5	4	8
REPORTING LEVEL	96	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	95	3	16	6	8
ASSET SIZE (MILLIONS)	98	$291.6	$359.5	$359.0	$422.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$15,522	$21,123	$21,999	$25,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	19	15,522	21,850	23,709	25,000
AGE	19	36	42	38	49
YEARS OF EDUCATION	19	13	15	16	16
YEARS WITH PRESENT BANK	19	8	15	11	18
YEARS IN POSITION	19	3	7	5	8
REPORTING LEVEL	19	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	3	5
ASSET SIZE (MILLIONS)	19	$288.6	$357.4	$344.3	$447.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$16,875	$20,473	$20,300	$24,500
BONUS	14	1,075	2,395	1,858	3,400
TOTAL COMPENSATION	62	16,875	21,014	20,450	25,663
AGE	61	40	49	51	57
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	5	13	9	17
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	2	11	5	12
ASSET SIZE (MILLIONS)	62	$289.9	$363.5	$369.5	$429.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$12,499	$16,985	$17,212	$20,000
BONUS	5	393	1,960	2,500	3,257
TOTAL COMPENSATION	35	12,499	17,265	17,500	20,000
AGE	35	31	39	37	48
YEARS OF EDUCATION	34	13	15	16	17
YEARS WITH PRESENT BANK	35	3	8	6	13
YEARS IN POSITION	35	2	4	3	5
REPORTING LEVEL	33	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	17	1	4	2	5
ASSET SIZE (MILLIONS)	35	$291.8	$355.2	$344.3	$400.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$32,084	$38,339	$38,000	$43,000
BONUS	30	2,422	5,209	4,350	7,050
TOTAL COMPENSATION	91	34,000	40,056	39,800	45,300
AGE	88	43	49	50	55
YEARS OF EDUCATION	88	16	17	17	19
YEARS WITH PRESENT BANK	90	8	15	15	20
YEARS IN POSITION	90	3	7	6	9
REPORTING LEVEL	88	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	87	12	22	19	30
ASSET SIZE (MILLIONS)	91	$286.7	$356.5	$351.8	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	81	$16,100	$20,019	$19,080	$23,100
BONUS	18	938	1,821	1,500	2,925
TOTAL COMPENSATION	81	16,250	20,423	20,000	23,880
AGE	79	35	42	39	50
YEARS OF EDUCATION	79	12	14	14	16
YEARS WITH PRESENT BANK	80	5	11	10	15
YEARS IN POSITION	80	2	5	4	7
REPORTING LEVEL	79	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	74	5	10	9	14
ASSET SIZE (MILLIONS)	81	$289.8	$360.5	$360.0	$423.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $500 TO $999 MILLION

Of the 3,203 banks submitting data for the national survey results, 54 banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$83,063	$103,346	$99,250	$124,375
BONUS	21	9,378	21,964	17,300	24,626
TOTAL COMPENSATION	52	86,635	112,216	103,300	130,000
AGE	52	49	55	56	60
YEARS OF EDUCATION	48	16	17	16	18
YEARS WITH PRESENT BANK	52	11	22	25	32
YEARS IN POSITION	52	4	8	6	11
REPORTING LEVEL	52	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	50	544	709	708	867
ASSET SIZE (MILLIONS)	52	$542.0	$649.2	$635.8	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$54,000	$64,105	$63,000	$74,500
BONUS	20	3,601	11,566	9,132	18,308
TOTAL COMPENSATION	47	54,000	69,027	63,969	81,000
AGE	47	42	51	53	57
YEARS OF EDUCATION	44	16	17	16	18
YEARS WITH PRESENT BANK	47	11	20	21	30
YEARS IN POSITION	47	3	6	5	8
REPORTING LEVEL	45	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	153	461	464	749
ASSET SIZE (MILLIONS)	47	$542.0	$647.7	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$40,000	$47,990	$44,000	$51,500
BONUS	8	1,928	7,242	3,468	16,385
TOTAL COMPENSATION	19	40,550	51,039	47,070	56,000
AGE	19	41	50	50	55
YEARS OF EDUCATION	18	16	16	16	16
YEARS WITH PRESENT BANK	19	7	18	16	28
YEARS IN POSITION	19	2	5	3	6
REPORTING LEVEL	19	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	18	37	217	98	260
ASSET SIZE (MILLIONS)	19	$540.8	$655.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$19,000	$23,017	$21,300	$26,250
BONUS	6	709	1,304	1,390	1,845
TOTAL COMPENSATION	27	19,000	23,306	21,487	26,250
AGE	27	34	45	42	56
YEARS OF EDUCATION	26	13	15	16	16
YEARS WITH PRESENT BANK	27	3	9	6	15
YEARS IN POSITION	26	2	5	3	7
REPORTING LEVEL	27	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	22	1	3	2	4
ASSET SIZE (MILLIONS)	27	$544.5	$668.3	$625.0	$825.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$30,875	$39,329	$38,417	$45,000
BONUS	13	1,250	4,958	3,000	6,580
TOTAL COMPENSATION	40	32,125	40,940	39,000	47,684
AGE	40	39	47	47	52
YEARS OF EDUCATION	38	16	16	16	18
YEARS WITH PRESENT BANK	40	7	16	14	22
YEARS IN POSITION	40	3	6	5	9
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	37	3	38	7	20
ASSET SIZE (MILLIONS)	40	$541.1	$647.9	$621.7	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$24,000	$29,907	$28,000	$35,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	24,000	30,268	28,000	35,000
AGE	15	36	43	42	50
YEARS OF EDUCATION	15	12	15	16	16
YEARS WITH PRESENT BANK	15	10	15	11	22
YEARS IN POSITION	15	4	6	6	8
REPORTING LEVEL	15	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	14	3	5	5	6
ASSET SIZE (MILLIONS)	15	$542.3	$676.0	$671.9	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$29,475	$35,681	$34,750	$39,000
BONUS	14	1,306	5,833	1,981	13,011
TOTAL COMPENSATION	42	29,875	37,626	35,785	40,125
AGE	42	42	48	48	54
YEARS OF EDUCATION	40	12	14	15	16
YEARS WITH PRESENT BANK	42	9	19	17	26
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	40	160	264	227	360
ASSET SIZE (MILLIONS)	42	$540.0	$647.6	$584.7	$752.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$20,850	$26,544	$25,875	$30,875
BONUS	5	775	1,116	800	1,616
TOTAL COMPENSATION	30	20,850	26,730	25,875	31,475
AGE	30	37	43	43	49
YEARS OF EDUCATION	28	14	15	16	16
YEARS WITH PRESENT BANK	29	11	17	18	23
YEARS IN POSITION	30	2	5	4	6
REPORTING LEVEL	28	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	21	32	30	35
ASSET SIZE (MILLIONS)	30	$536.9	$641.1	$629.3	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$17,685	$20,822	$20,374	$23,300
BONUS	12	724	2,685	818	2,666
TOTAL COMPENSATION	43	18,000	21,572	20,800	23,430
AGE	43	35	41	39	46
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	43	8	16	14	22
YEARS IN POSITION	43	3	5	4	5
REPORTING LEVEL	41	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	41	11	15	13	18
ASSET SIZE (MILLIONS)	43	$540.8	$653.8	$633.6	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,109	$16,952	$16,606	$18,518
BONUS	11	541	986	711	1,260
TOTAL COMPENSATION	46	15,273	17,188	16,912	18,579
AGE	46	34	41	39	46
YEARS OF EDUCATION	43	12	14	13	16
YEARS WITH PRESENT BANK	46	8	13	11	17
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	44	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	44	6	7	8	8
ASSET SIZE (MILLIONS)	46	$540.0	$646.0	$615.2	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$21,400	$30,829	$27,350	$32,621
BONUS	7	800	1,687	1,452	2,752
TOTAL COMPENSATION	31	21,674	31,210	27,500	32,621
AGE	31	36	45	41	52
YEARS OF EDUCATION	31	12	15	16	16
YEARS WITH PRESENT BANK	31	7	15	13	22
YEARS IN POSITION	31	2	5	4	7
REPORTING LEVEL	31	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	4	7
ASSET SIZE (MILLIONS)	31	$542.0	$647.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$17,500	$20,722	$20,845	$23,530
BONUS	6	789	1,757	1,781	2,516
TOTAL COMPENSATION	28	18,115	21,098	21,650	23,772
AGE	28	34	43	45	51
YEARS OF EDUCATION	28	12	15	16	16
YEARS WITH PRESENT BANK	28	4	11	10	15
YEARS IN POSITION	28	2	5	3	8
REPORTING LEVEL	27	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	1	3	1	2
ASSET SIZE (MILLIONS)	28	$538.5	$664.6	$639.5	$781.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,888	$23,466	$20,000	$23,750
BONUS	9	870	1,576	1,000	2,189
TOTAL COMPENSATION	40	18,000	23,821	20,490	23,750
AGE	40	34	40	38	47
YEARS OF EDUCATION	37	15	15	16	16
YEARS WITH PRESENT BANK	40	5	10	8	12
YEARS IN POSITION	40	2	3	3	4
REPORTING LEVEL	38	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	5	35	12	17
ASSET SIZE (MILLIONS)	40	$541.1	$653.5	$639.5	$733.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$32,800	$38,611	$38,500	$42,500
BONUS	12	1,588	5,069	4,076	7,375
TOTAL COMPENSATION	47	33,249	39,905	39,300	44,793
AGE	47	39	45	44	49
YEARS OF EDUCATION	44	14	16	16	16
YEARS WITH PRESENT BANK	47	6	15	15	19
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	45	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	44	11	27	17	30
ASSET SIZE (MILLIONS)	47	$542.0	$647.4	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$21,822	$26,998	$26,500	$31,225
BONUS	9	1,135	2,036	1,675	2,805
TOTAL COMPENSATION	49	23,172	27,372	27,000	31,750
AGE	49	35	41	39	47
YEARS OF EDUCATION	45	15	16	16	17
YEARS WITH PRESENT BANK	49	7	13	12	16
YEARS IN POSITION	49	3	5	5	7
REPORTING LEVEL	47	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	25	1	3	2	5
ASSET SIZE (MILLIONS)	49	$541.4	$642.4	$633.6	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$18,192	$18,300	$19,600
BONUS	7	800	1,186	916	2,016
TOTAL COMPENSATION	43	16,100	18,386	18,300	20,000
AGE	43	30	33	33	34
YEARS OF EDUCATION	41	16	16	16	17
YEARS WITH PRESENT BANK	43	4	7	7	10
YEARS IN POSITION	43	2	3	2	3
REPORTING LEVEL	41	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	12	1	3	1	5
ASSET SIZE (MILLIONS)	43	$542.3	$644.8	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$26,925	$34,649	$35,000	$41,475
BONUS	7	1,000	4,949	3,920	9,925
TOTAL COMPENSATION	24	27,000	36,092	35,000	41,875
AGE	24	39	48	46	58
YEARS OF EDUCATION	22	14	15	16	16
YEARS WITH PRESENT BANK	24	9	19	17	28
YEARS IN POSITION	24	2	6	5	8
REPORTING LEVEL	24	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	21	4	8	5	9
ASSET SIZE (MILLIONS)	24	$550.6	$669.9	$644.5	$743.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$30,350	$35,158	$34,000	$39,800
BONUS	15	1,409	4,254	2,290	4,640
TOTAL COMPENSATION	41	30,900	36,714	35,000	42,000
AGE	41	41	45	45	50
YEARS OF EDUCATION	39	13	15	16	16
YEARS WITH PRESENT BANK	41	7	13	12	16
YEARS IN POSITION	41	3	6	5	10
REPORTING LEVEL	40	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	37	74	71	100
ASSET SIZE (MILLIONS)	41	$542.3	$658.8	$638.0	$741.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$31,688	$41,138	$38,400	$46,250
BONUS	18	1,775	5,136	2,953	8,625
TOTAL COMPENSATION	49	32,250	43,025	41,000	52,603
AGE	49	39	46	46	53
YEARS OF EDUCATION	46	16	16	16	18
YEARS WITH PRESENT BANK	49	8	16	13	23
YEARS IN POSITION	49	3	7	5	10
REPORTING LEVEL	48	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	45	16	94	25	41
ASSET SIZE (MILLIONS)	49	$542.1	$648.9	$638.0	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$14,000	$18,133	$17,000	$21,323
BONUS	8	411	855	618	1,347
TOTAL COMPENSATION	44	14,025	18,289	17,150	21,558
AGE	44	34	41	38	48
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	44	4	9	8	13
YEARS IN POSITION	44	2	4	2	5
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	41	7	13	11	17
ASSET SIZE (MILLIONS)	44	$542.3	$658.6	$639.5	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$24,796	$29,108	$29,600	$33,655
BONUS	13	1,178	3,612	2,200	5,240
TOTAL COMPENSATION	49	25,000	30,066	29,600	34,100
AGE	49	42	48	49	55
YEARS OF EDUCATION	46	13	[illegible]	14	16
YEARS WITH PRESENT BANK	49	10	17	16	24
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	47	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	46	19	35	36	50
ASSET SIZE (MILLIONS)	49	$541.4	$646.1	$633.6	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$15,500	$19,639	$18,000	$22,200
BONUS	9	710	1,258	800	1,850
TOTAL COMPENSATION	47	15,525	19,880	18,038	22,500
AGE	47	33	41	38	48
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	47	7	12	11	16
YEARS IN POSITION	46	2	5	4	7
REPORTING LEVEL	45	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	32	2	15	7	28
ASSET SIZE (MILLIONS)	47	$540.8	$644.1	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$23,674	$28,083	$27,500	$30,650
BONUS	13	959	2,388	1,388	3,955
TOTAL COMPENSATION	49	24,235	28,717	27,974	32,080
AGE	49	39	46	45	54
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	49	8	17	16	24
YEARS IN POSITION	49	3	9	7	12
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	7	10	10	14
ASSET SIZE (MILLIONS)	49	$542.1	$654.3	$638.0	$729.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$25,250	$31,848	$30,579	$39,750
BONUS	6	886	4,783	4,990	7,750
TOTAL COMPENSATION	21	25,250	33,215	30,800	42,490
AGE	21	33	45	45	55
YEARS OF EDUCATION	19	16	16	16	17
YEARS WITH PRESENT BANK	21	5	10	9	15
YEARS IN POSITION	21	2	5	4	9
REPORTING LEVEL	21	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	21	6	12	8	19
ASSET SIZE (MILLIONS)	21	$542.1	$687.5	$672.3	$826.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$18,235	$27,512	$24,750	$27,225
BONUS	6	1,009	5,582	2,006	9,300
TOTAL COMPENSATION	32	18,405	28,559	24,750	27,225
AGE	32	34	41	40	48
YEARS OF EDUCATION	30	14	15	16	16
YEARS WITH PRESENT BANK	32	3	11	10	17
YEARS IN POSITION	32	2	4	3	5
REPORTING LEVEL	30	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	26	2	10	3	10
ASSET SIZE (MILLIONS)	32	$541.1	$636.3	$582.7	$688.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$26,500	$32,193	$33,150	$37,900
BONUS	15	1,293	3,568	2,800	5,000
TOTAL COMPENSATION	43	27,500	33,437	35,499	39,500
AGE	43	40	46	45	54
YEARS OF EDUCATION	40	16	16	16	17
YEARS WITH PRESENT BANK	43	8	15	13	20
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	4	8	5	10
ASSET SIZE (MILLIONS)	43	$542.0	$650.0	$640.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$28,000	$33,531	$32,500	$38,400
BONUS	17	1,514	3,434	1,971	4,490
TOTAL COMPENSATION	47	28,500	34,773	34,329	39,583
AGE	47	39	47	46	53
YEARS OF EDUCATION	45	13	15	15	16
YEARS WITH PRESENT BANK	47	9	16	14	22
YEARS IN POSITION	47	2	6	5	9
REPORTING LEVEL	45	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	44	8	16	13	22
ASSET SIZE (MILLIONS)	47	$542.0	$650.9	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$18,034	$22,365	$21,600	$26,250
BONUS	10	853	1,552	1,308	2,083
TOTAL COMPENSATION	46	18,938	22,702	21,950	26,250
AGE	46	36	44	43	51
YEARS OF EDUCATION	44	13	15	16	16
YEARS WITH PRESENT BANK	46	9	15	13	22
YEARS IN POSITION	44	3	6	4	8
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	30	2	5	4	6
ASSET SIZE (MILLIONS)	46	$541.7	$641.8	$629.3	$691.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,025	$16,456	$16,213	$18,225
BONUS	7	725	1,092	886	1,420
TOTAL COMPENSATION	36	14,025	16,668	16,607	18,525
AGE	36	30	36	32	42
YEARS OF EDUCATION	34	12	14	16	16
YEARS WITH PRESENT BANK	36	4	9	8	13
YEARS IN POSITION	36	2	3	3	4
REPORTING LEVEL	34	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	15	1	6	5	6
ASSET SIZE (MILLIONS)	36	$545.1	$652.9	$639.5	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$11,963	$14,526	$14,000	$15,900
BONUS	5	707	1,493	1,200	2,425
TOTAL COMPENSATION	25	12,082	14,825	14,000	16,293
AGE	25	32	43	43	50
YEARS OF EDUCATION	24	12	13	12	14
YEARS WITH PRESENT BANK	25	9	14	11	21
YEARS IN POSITION	25	3	4	4	7
REPORTING LEVEL	25	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	10	4	12	9	11
ASSET SIZE (MILLIONS)	25	$539.6	$659.7	$633.6	$748.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$11,850	$13,561	$12,708	$15,411
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	12,000	13,654	12,708	15,411
AGE	12	26	28	27	30
YEARS OF EDUCATION	13	17	18	18	18
YEARS WITH PRESENT BANK	12	2	3	2	3
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	14	$545.7	$691.0	$672.8	$761.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$9,636	$10,509	$10,500	$11,000
BONUS	6	170	484	403	733
TOTAL COMPENSATION	39	9,636	10,583	10,500	11,500
AGE	36	24	26	24	27
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	37	2	3	2	3
YEARS IN POSITION	35	1	2	2	2
REPORTING LEVEL	35	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	39	$542.0	$653.2	$641.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$31,404	$37,583	$37,000	$42,200
BONUS	17	1,638	4,792	2,099	8,700
TOTAL COMPENSATION	45	32,500	39,394	40,500	45,000
AGE	45	41	47	48	54
YEARS OF EDUCATION	42	13	15	16	16
YEARS WITH PRESENT BANK	45	12	19	17	30
YEARS IN POSITION	44	3	5	4	7
REPORTING LEVEL	43	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	42	104	215	161	226
ASSET SIZE (MILLIONS)	45	$541.4	$642.0	$638.0	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$21,700	$32,297	$31,500	$41,500
BONUS	5	4,900	8,619	8,500	12,399
TOTAL COMPENSATION	15	23,800	35,170	35,000	43,938
AGE	15	37	46	49	53
YEARS OF EDUCATION	14	12	15	16	16
YEARS WITH PRESENT BANK	15	10	14	14	17
YEARS IN POSITION	15	2	4	3	5
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	14	12	112	24	241
ASSET SIZE (MILLIONS)	15	$542.3	$669.4	$641.0	$828.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$14,263	$17,390	$16,550	$19,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	14,459	17,672	16,736	19,000
AGE	16	32	38	37	47
YEARS OF EDUCATION	15	12	14	14	16
YEARS WITH PRESENT BANK	15	7	13	10	19
YEARS IN POSITION	16	2	4	3	5
REPORTING LEVEL	15	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	5	47	10	12
ASSET SIZE (MILLIONS)	16	$545.9	$693.4	$659.0	$833.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$24,583	$29,710	$29,750	$33,875
BONUS	18	1,369	3,851	2,551	6,425
TOTAL COMPENSATION	52	24,927	31,043	29,750	35,000
AGE	52	38	47	46	57
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	6	14	11	21
YEARS IN POSITION	52	3	7	5	10
REPORTING LEVEL	50	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	7	12	11	16
ASSET SIZE (MILLIONS)	52	$542.0	$644.5	$629.3	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$16,925	$23,232	$25,000	$27,650
BONUS	9	745	2,413	1,151	2,545
TOTAL COMPENSATION	24	17,983	24,137	25,000	27,950
AGE	24	33	40	38	45
YEARS OF EDUCATION	23	16	16	16	17
YEARS WITH PRESENT BANK	24	5	12	9	16
YEARS IN POSITION	24	2	6	4	7
REPORTING LEVEL	24	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	18	2	5	4	6
ASSET SIZE (MILLIONS)	24	$575.4	$696.1	$672.8	$813.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$17,500	$21,549	$21,900	$26,000
BONUS	12	660	2,022	863	3,038
TOTAL COMPENSATION	47	17,500	22,065	21,900	26,400
AGE	47	42	50	50	58
YEARS OF EDUCATION	45	12	14	13	16
YEARS WITH PRESENT BANK	47	8	14	12	17
YEARS IN POSITION	46	3	6	5	8
REPORTING LEVEL	44	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	33	3	16	8	22
ASSET SIZE (MILLIONS)	47	$542.3	$659.4	$648.0	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$14,000	$18,203	$16,500	$22,000
BONUS	6	800	1,444	1,072	2,130
TOTAL COMPENSATION	31	14,040	18,482	16,500	23,500
AGE	30	31	39	35	49
YEARS OF EDUCATION	27	13	15	16	16
YEARS WITH PRESENT BANK	30	3	8	5	9
YEARS IN POSITION	29	2	3	3	3
REPORTING LEVEL	29	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	24	1	4	3	5
ASSET SIZE (MILLIONS)	31	$547.0	$665.2	$666.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$36,434	$44,215	$43,500	$50,500
BONUS	15	2,002	5,204	2,900	8,500
TOTAL COMPENSATION	43	37,000	46,030	44,500	53,500
AGE	43	45	51	49	57
YEARS OF EDUCATION	41	16	17	18	19
YEARS WITH PRESENT BANK	43	7	16	15	23
YEARS IN POSITION	43	4	8	6	10
REPORTING LEVEL	42	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	24	41	36	58
ASSET SIZE (MILLIONS)	43	$542.0	$652.4	$638.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$18,781	$22,921	$21,896	$25,850
BONUS	9	767	1,697	1,103	2,920
TOTAL COMPENSATION	45	19,100	23,260	22,000	26,950
AGE	45	34	41	38	48
YEARS OF EDUCATION	43	13	15	16	16
YEARS WITH PRESENT BANK	45	6	10	10	14
YEARS IN POSITION	45	2	5	5	9
REPORTING LEVEL	44	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	11	18	15	27
ASSET SIZE (MILLIONS)	45	$541.4	$647.0	$633.6	$709.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $1 BILLION AND OVER

Of the 3,203 banks submitting data for the national survey results, 78 banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	77	$98,750	$139,960	$130,000	$180,130
BONUS	44	9,250	40,579	30,000	51,975
TOTAL COMPENSATION	77	102,700	163,148	145,000	200,000
AGE	76	51	55	56	60
YEARS OF EDUCATION	73	16	16	16	18
YEARS WITH PRESENT BANK	76	7	20	21	32
YEARS IN POSITION	75	3	6	5	7
REPORTING LEVEL	77	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	74	820	2,689	1,609	3,525
ASSET SIZE (MILLIONS)	77	$1,303.9	$11,028.4	$2,400.0	$11,812.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$74,675	$100,395	$94,900	$127,343
BONUS	44	5,918	25,499	17,070	35,000
TOTAL COMPENSATION	70	75,000	116,423	106,017	135,125
AGE	68	47	51	51	56
YEARS OF EDUCATION	66	16	16	16	17
YEARS WITH PRESENT BANK	69	8	18	15	30
YEARS IN POSITION	68	2	4	4	5
REPORTING LEVEL	67	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	67	191	1,972	937	1,900
ASSET SIZE (MILLIONS)	70	$1,300.0	$10,396.0	$2,407.3	$11,656.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$47,015	$64,053	$60,000	$77,500
BONUS	23	5,000	12,992	11,700	15,500
TOTAL COMPENSATION	41	50,015	71,342	65,000	80,825
AGE	41	45	49	49	56
YEARS OF EDUCATION	39	15	16	16	17
YEARS WITH PRESENT BANK	41	12	19	18	29
YEARS IN POSITION	39	2	5	5	7
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	40	66	460	226	658
ASSET SIZE (MILLIONS)	41	$1,300.0	$8,805.4	$2,257.6	$4,600.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$21,062	$27,399	$25,000	$32,448
BONUS	5	1,322	6,570	2,716	13,746
TOTAL COMPENSATION	45	21,062	28,129	25,600	32,448
AGE	44	33	42	40	52
YEARS OF EDUCATION	42	16	16	16	17
YEARS WITH PRESENT BANK	45	4	9	8	12
YEARS IN POSITION	44	2	4	4	6
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	39	2	6	4	7
ASSET SIZE (MILLIONS)	45	$1,303.9	$4,250.3	$2,220.0	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$39,300	$52,468	$50,000	$59,158
BONUS	32	4,238	10,758	7,227	14,796
TOTAL COMPENSATION	53	42,625	58,964	51,332	68,100
AGE	50	37	45	45	53
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	52	7	15	12	23
YEARS IN POSITION	51	3	6	5	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	8	41	20	35
ASSET SIZE (MILLIONS)	53	$1,261.5	$5,012.7	$2,103.7	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	33	$24,690	$39,622	$33,900	$40,750
BONUS	8	2,075	12,174	5,834	17,000
TOTAL COMPENSATION	33	24,690	42,573	35,500	42,110
AGE	32	37	45	43	50
YEARS OF EDUCATION	31	14	16	16	18
YEARS WITH PRESENT BANK	33	6	11	8	15
YEARS IN POSITION	31	3	4	4	5
REPORTING LEVEL	32	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	27	5	30	9	22
ASSET SIZE (MILLIONS)	33	$1,261.5	$5,617.5	$2,305.2	$4,554.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,250	$43,710	$41,175	$51,775
BONUS	22	3,940	10,477	5,749	13,625
TOTAL COMPENSATION	48	33,250	48,512	43,950	55,375
AGE	47	41	47	46	52
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	11	20	17	30
YEARS IN POSITION	47	2	4	4	5
REPORTING LEVEL	44	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	43	272	984	546	928
ASSET SIZE (MILLIONS)	48	$1,300.6	$5,533.9	$2,262.6	$4,481.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$24,795	$29,696	$30,500	$34,400
BONUS	10	1,600	4,896	4,353	7,195
TOTAL COMPENSATION	41	24,795	30,890	30,500	35,954
AGE	39	41	46	47	52
YEARS OF EDUCATION	35	14	15	16	16
YEARS WITH PRESENT BANK	40	11	18	18	26
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	39	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	38	30	39	36	47
ASSET SIZE (MILLIONS)	41	$1,261.5	$4,674.0	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$19,725	$22,714	$21,750	$27,000
BONUS	15	1,216	2,610	1,850	3,606
TOTAL COMPENSATION	54	19,975	23,439	22,050	27,387
AGE	52	35	44	42	52
YEARS OF EDUCATION	50	13	15	15	16
YEARS WITH PRESENT BANK	53	10	17	13	23
YEARS IN POSITION	51	2	5	3	5
REPORTING LEVEL	52	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	50	10	16	15	20
ASSET SIZE (MILLIONS)	54	$1,280.7	$6,801.7	$2,071.8	$4,331.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$15,664	$18,364	$18,000	$20,765
BONUS	16	1,004	1,922	1,460	3,098
TOTAL COMPENSATION	53	16,395	18,945	18,150	20,840
AGE	51	33	41	41	48
YEARS OF EDUCATION	49	12	14	14	16
YEARS WITH PRESENT BANK	52	7	13	11	18
YEARS IN POSITION	50	2	3	3	5
REPORTING LEVEL	50	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	49	6	8	7	9
ASSET SIZE (MILLIONS)	53	$1,300.0	$8,392.2	$2,103.7	$4,454.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$28,413	$34,206	$32,682	$41,833
BONUS	8	1,177	3,525	3,000	5,911
TOTAL COMPENSATION	22	28,613	35,488	33,532	44,748
AGE	22	39	48	46	57
YEARS OF EDUCATION	22	16	16	16	17
YEARS WITH PRESENT BANK	22	7	15	13	18
YEARS IN POSITION	22	2	5	4	8
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	19	3	13	7	16
ASSET SIZE (MILLIONS)	22	$1,209.7	$8,343.2	$1,866.9	$8,072.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$17,600	$23,269	$21,610	$29,000
BONUS	5	799	2,283	1,850	3,985
TOTAL COMPENSATION	31	17,600	23,638	21,950	29,000
AGE	29	39	45	43	55
YEARS OF EDUCATION	29	14	15	16	16
YEARS WITH PRESENT BANK	30	6	13	12	16
YEARS IN POSITION	29	2	4	4	6
REPORTING LEVEL	29	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	14	1	6	2	7
ASSET SIZE (MILLIONS)	31	$1,219.0	$6,712.6	$1,618.3	$3,056.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$20,100	$29,123	$27,000	$35,250
BONUS	14	1,935	3,863	4,063	5,188
TOTAL COMPENSATION	53	20,704	30,143	28,500	36,320
AGE	52	33	39	36	44
YEARS OF EDUCATION	50	16	16	16	16
YEARS WITH PRESENT BANK	53	6	10	8	13
YEARS IN POSITION	52	2	3	3	4
REPORTING LEVEL	52	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	51	12	26	20	38
ASSET SIZE (MILLIONS)	53	$1,301.3	$6,992.3	$2,115.5	$4,382.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$34,000	$49,596	$42,000	$55,000
BONUS	26	4,300	9,936	6,995	10,750
TOTAL COMPENSATION	51	36,000	54,662	47,038	64,000
AGE	50	38	44	43	48
YEARS OF EDUCATION	48	16	16	16	18
YEARS WITH PRESENT BANK	51	7	14	13	19
YEARS IN POSITION	49	2	4	4	5
REPORTING LEVEL	50	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	49	14	70	35	88
ASSET SIZE (MILLIONS)	51	$1,283.0	$7,026.1	$2,103.7	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	57	$23,500	$27,129	$25,812	$31,100
BONUS	13	1,142	2,899	3,673	4,000
TOTAL COMPENSATION	57	23,500	27,790	27,000	31,710
AGE	55	34	38	37	40
YEARS OF EDUCATION	55	16	16	16	17
YEARS WITH PRESENT BANK	56	5	10	10	12
YEARS IN POSITION	55	2	4	3	4
REPORTING LEVEL	56	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	35	1	7	2	10
ASSET SIZE (MILLIONS)	57	$1,291.5	$8,766.5	$2,040.0	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$16,350	$19,194	$18,500	$22,250
BONUS	9	398	1,219	1,314	1,757
TOTAL COMPENSATION	53	16,500	19,401	18,800	22,250
AGE	48	28	32	30	33
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	48	4	7	6	8
YEARS IN POSITION	48	2	2	2	3
REPORTING LEVEL	50	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	14	1	3	2	5
ASSET SIZE (MILLIONS)	53	$1,300.0	$5,362.6	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$32,000	$40,789	$39,757	$46,350
BONUS	16	4,050	5,522	5,489	6,998
TOTAL COMPENSATION	46	34,950	42,710	41,620	51,486
AGE	45	42	48	48	53
YEARS OF EDUCATION	43	14	16	16	17
YEARS WITH PRESENT BANK	46	8	17	17	23
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	45	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	6	16	10	15
ASSET SIZE (MILLIONS)	46	$1,302.0	$5,953.4	$2,281.4	$4,402.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$35,975	$44,752	$41,400	$51,000
BONUS	27	3,400	8,514	5,800	8,200
TOTAL COMPENSATION	54	38,008	49,009	43,700	52,432
AGE	54	40	44	42	45
YEARS OF EDUCATION	53	14	15	16	17
YEARS WITH PRESENT BANK	54	4	11	11	16
YEARS IN POSITION	52	2	5	4	6
REPORTING LEVEL	52	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	51	74	265	179	304
ASSET SIZE (MILLIONS)	54	$1,268.0	$6,686.7	$2,077.7	$5,025.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$41,400	$54,085	$52,320	$65,000
BONUS	35	3,840	12,695	9,647	16,300
TOTAL COMPENSATION	63	45,500	61,138	54,000	75,000
AGE	62	38	46	46	54
YEARS OF EDUCATION	60	16	16	16	18
YEARS WITH PRESENT BANK	63	6	13	10	17
YEARS IN POSITION	62	2	5	4	7
REPORTING LEVEL	59	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	60	23	97	46	87
ASSET SIZE (MILLIONS)	63	$1,305.1	$7,180.5	$2,257.6	$4,505.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$16,890	$20,812	$20,500	$23,886
BONUS	11	916	2,450	2,024	3,800
TOTAL COMPENSATION	49	17,190	21,362	21,000	24,000
AGE	49	36	44	43	54
YEARS OF EDUCATION	47	12	14	14	16
YEARS WITH PRESENT BANK	49	7	12	10	15
YEARS IN POSITION	48	2	5	4	7
REPORTING LEVEL	48	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	10	22	18	35
ASSET SIZE (MILLIONS)	49	$1,291.5	$7,312.4	$2,115.5	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$25,000	$33,006	$33,000	$38,300
BONUS	16	3,896	5,578	4,775	7,074
TOTAL COMPENSATION	51	25,360	34,755	33,600	39,450
AGE	50	41	47	47	54
YEARS OF EDUCATION	48	12	14	14	16
YEARS WITH PRESENT BANK	51	9	16	14	23
YEARS IN POSITION	49	3	5	4	7
REPORTING LEVEL	49	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	20	98	54	133
ASSET SIZE (MILLIONS)	51	$1,300.0	$8,325.8	$2,115.5	$4,408.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,306	$18,223	$17,197	$20,850
BONUS	13	834	1,780	1,857	2,391
TOTAL COMPENSATION	46	15,607	18,726	17,851	21,125
AGE	45	33	41	37	51
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	46	6	11	8	13
YEARS IN POSITION	44	2	4	3	5
REPORTING LEVEL	44	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	27	3	9	5	10
ASSET SIZE (MILLIONS)	46	$1,302.0	$11,406.6	$2,117.8	$4,432.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$28,500	$35,440	$35,220	$39,160
BONUS	31	1,350	5,579	3,800	6,000
TOTAL COMPENSATION	67	28,500	38,021	35,500	41,500
AGE	66	38	45	45	53
YEARS OF EDUCATION	64	16	16	16	18
YEARS WITH PRESENT BANK	67	5	15	12	22
YEARS IN POSITION	65	3	6	5	8
REPORTING LEVEL	63	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	64	11	33	17	39
ASSET SIZE (MILLIONS)	67	$1,305.1	$10,181.0	$2,257.6	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$34,001	$52,699	$43,000	$60,800
BONUS	25	4,455	14,109	8,200	14,750
TOTAL COMPENSATION	49	35,750	59,898	54,000	66,350
AGE	48	39	46	45	52
YEARS OF EDUCATION	46	16	16	16	17
YEARS WITH PRESENT BANK	49	6	12	11	16
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	48	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	47	15	92	30	70
ASSET SIZE (MILLIONS)	49	$1,331.5	$5,045.5	$2,400.0	$4,404.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$20,280	$27,206	$25,600	$30,000
BONUS	12	1,045	3,592	3,422	5,883
TOTAL COMPENSATION	51	20,500	28,051	25,800	31,144
AGE	48	34	45	45	58
YEARS OF EDUCATION	48	16	16	16	16
YEARS WITH PRESENT BANK	49	5	15	11	24
YEARS IN POSITION	49	2	5	3	7
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	2	8	7	11
ASSET SIZE (MILLIONS)	51	$1,358.0	$7,330.6	$2,305.2	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$27,530	$37,330	$35,739	$45,225
BONUS	23	2,525	5,895	5,000	8,096
TOTAL COMPENSATION	58	28,875	39,668	37,256	49,250
AGE	57	37	44	41	49
YEARS OF EDUCATION	56	16	17	16	18
YEARS WITH PRESENT BANK	58	4	9	8	12
YEARS IN POSITION	57	2	4	3	6
REPORTING LEVEL	57	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	11	17
ASSET SIZE (MILLIONS)	58	$1,295.7	$5,657.3	$2,077.7	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$32,000	$39,924	$38,186	$47,025
BONUS	24	2,800	6,233	6,282	9,000
TOTAL COMPENSATION	58	32,775	42,503	39,100	50,753
AGE	58	39	47	48	55
YEARS OF EDUCATION	56	16	16	16	17
YEARS WITH PRESENT BANK	58	6	16	16	24
YEARS IN POSITION	57	3	6	4	8
REPORTING LEVEL	56	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	56	9	33	23	45
ASSET SIZE (MILLIONS)	58	$1,222.0	$5,399.7	$1,784.9	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$18,000	$24,626	$23,900	$28,600
BONUS	12	1,242	2,334	2,000	3,563
TOTAL COMPENSATION	51	19,000	25,175	25,000	29,670
AGE	50	35	42	40	45
YEARS OF EDUCATION	51	13	15	16	16
YEARS WITH PRESENT BANK	50	6	12	10	17
YEARS IN POSITION	48	2	4	3	5
REPORTING LEVEL	50	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	33	2	9	4	13
ASSET SIZE (MILLIONS)	51	$1,223.0	$5,548.7	$1,676.8	$4,322.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$13,860	$16,386	$16,000	$19,000
BONUS	7	585	1,277	1,125	2,200
TOTAL COMPENSATION	39	14,170	16,615	16,000	19,000
AGE	38	28	35	31	38
YEARS OF EDUCATION	38	12	15	16	16
YEARS WITH PRESENT BANK	38	4	6	6	8
YEARS IN POSITION	38	2	3	2	3
REPORTING LEVEL	38	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	12	2	4	3	5
ASSET SIZE (MILLIONS)	39	$1,223.0	$6,765.9	$1,618.3	$3,974.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$11,595	$14,738	$14,250	$16,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	30	11,648	14,894	14,463	17,438
AGE	30	31	40	36	50
YEARS OF EDUCATION	29	12	14	14	16
YEARS WITH PRESENT BANK	30	7	12	10	14
YEARS IN POSITION	30	2	4	4	5
REPORTING LEVEL	27	7	7	6	5
TOTAL EMPLOYEES SUPERVISED	10	3	12	5	18
ASSET SIZE (MILLIONS)	30	$1,280.7	$9,177.6	$2,180.6	$4,431.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$13,260	$16,063	$16,000	$18,131
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	32	13,260	16,071	16,000	18,131
AGE	28	25	29	27	29
YEARS OF EDUCATION	30	17	18	18	18
YEARS WITH PRESENT BANK	28	1	2	2	2
YEARS IN POSITION	28	1	2	2	2
REPORTING LEVEL	29	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	32	$1,318.3	$5,132.8	$2,328.8	$4,478.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,920	$12,331	$12,000	$13,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	43	10,920	12,353	12,000	13,500
AGE	38	24	26	25	26
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	38	1	2	2	2
YEARS IN POSITION	38	1	2	2	2
REPORTING LEVEL	37	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	43	$1,300.0	$4,508.4	$2,040.0	$4,356.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$38,000	$52,112	$48,400	$59,800
BONUS	39	5,000	12,027	9,000	13,100
TOTAL COMPENSATION	63	38,298	59,557	54,032	71,239
AGE	63	42	47	46	52
YEARS OF EDUCATION	61	14	15	16	16
YEARS WITH PRESENT BANK	63	7	18	19	27
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	199	660	370	638
ASSET SIZE (MILLIONS)	63	$1,300.0	$9,031.3	$2,115.5	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$20,953	$34,428	$29,576	$41,000
BONUS	6	1,763	6,140	3,613	12,422
TOTAL COMPENSATION	25	20,953	35,901	29,576	42,349
AGE	25	37	46	47	52
YEARS OF EDUCATION	25	14	15	16	16
YEARS WITH PRESENT BANK	25	10	17	13	23
YEARS IN POSITION	25	3	4	4	6
REPORTING LEVEL	23	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	12	208	51	175
ASSET SIZE (MILLIONS)	25	$1,366.5	$7,182.5	$2,653.7	$8,412.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$13,600	$17,311	$17,225	$19,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	27	13,600	17,574	17,919	19,500
AGE	26	32	42	38	53
YEARS OF EDUCATION	25	12	14	14	16
YEARS WITH PRESENT BANK	27	8	14	11	20
YEARS IN POSITION	26	2	5	4	6
REPORTING LEVEL	25	7	6	6	5
TOTAL EMPLOYEES SUPERVISED	12	1	53	4	23
ASSET SIZE (MILLIONS)	27	$1,305.1	$7,569.9	$2,305.2	$4,501.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$32,000	$41,849	$39,000	$48,500
BONUS	34	2,300	7,510	4,475	10,125
TOTAL COMPENSATION	63	34,500	45,901	41,400	53,125
AGE	62	40	47	47	53
YEARS OF EDUCATION	60	16	16	16	17
YEARS WITH PRESENT BANK	63	6	14	12	20
YEARS IN POSITION	62	2	5	5	7
REPORTING LEVEL	61	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	59	15	55	27	69
ASSET SIZE (MILLIONS)	63	$1,300.0	$8,620.8	$2,120.0	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,015	$35,471	$33,800	$41,250
BONUS	13	2,420	4,794	4,186	6,169
TOTAL COMPENSATION	37	25,556	37,156	34,650	44,850
AGE	36	34	39	37	42
YEARS OF EDUCATION	36	16	16	16	17
YEARS WITH PRESENT BANK	37	7	13	11	14
YEARS IN POSITION	37	3	5	4	6
REPORTING LEVEL	36	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	3	18	6	14
ASSET SIZE (MILLIONS)	37	$1,301.3	$6,251.9	$2,305.2	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$21,050	$26,039	$24,500	$30,153
BONUS	10	1,566	2,870	2,418	5,026
TOTAL COMPENSATION	56	21,050	26,552	24,750	30,153
AGE	55	44	51	54	59
YEARS OF EDUCATION	52	13	15	16	16
YEARS WITH PRESENT BANK	56	5	13	11	18
YEARS IN POSITION	53	3	5	4	8
REPORTING LEVEL	55	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	48	6	32	16	45
ASSET SIZE (MILLIONS)	56	$1,453.3	$8,223.0	$2,417.3	$4,651.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$20,754	$26,152	$25,200	$31,650
BONUS	8	659	1,991	1,517	2,677
TOTAL COMPENSATION	49	20,754	26,477	25,506	31,650
AGE	48	33	40	39	45
YEARS OF EDUCATION	47	16	16	17	18
YEARS WITH PRESENT BANK	49	4	9	7	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	48	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	3	9	7	12
ASSET SIZE (MILLIONS)	49	$1,460.6	$5,862.9	$2,420.0	$4,503.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	59	$44,000	$60,893	$56,000	$74,500
BONUS	38	4,595	11,772	9,500	14,685
TOTAL COMPENSATION	59	45,084	68,475	62,461	86,000
AGE	57	46	50	50	55
YEARS OF EDUCATION	56	16	17	17	19
YEARS WITH PRESENT BANK	59	8	17	18	25
YEARS IN POSITION	57	3	6	5	8
REPORTING LEVEL	57	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	58	64	209	127	267
ASSET SIZE (MILLIONS)	59	$1,358.0	$10,735.1	$2,400.0	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$25,000	$31,629	$31,750	$38,150
BONUS	14	1,150	3,050	2,219	5,130
TOTAL COMPENSATION	52	25,000	32,450	31,750	38,375
AGE	50	39	44	43	49
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	10	16	14	23
YEARS IN POSITION	50	3	5	5	7
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	28	76	44	102
ASSET SIZE (MILLIONS)	52	$1,300.6	$7,112.8	$2,109.6	$4,406.1

Cash Compensation Data

Region VI: West-North Central

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: LESS THAN $10 MILLION

Of the 600 banks submitting data for the West-North Central region, 121 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Instalment Loan Collector
Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Personnel Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 6
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	120	$17,400	$24,248	$22,500	$30,000
BONUS	90	1,960	6,993	5,000	10,000
TOTAL COMPENSATION	120	21,420	29,493	28,675	34,374
AGE	118	42	50	50	58
YEARS OF EDUCATION	120	13	15	16	16
YEARS WITH PRESENT BANK	118	6	17	14	25
YEARS IN POSITION	118	4	10	7	14
REPORTING LEVEL	119	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	118	5	7	6	8
ASSET SIZE (MILLIONS)	120	$5.5	$6.6	$7.0	$8.0

GEOGRAPHIC REGION: 6
ASSET SIZE: LESS THAN $10 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	103	$13,500	$16,995	$16,600	$19,800
BONUS	85	1,000	4,350	2,500	6,000
TOTAL COMPENSATION	103	16,250	20,585	20,000	23,100
AGE	99	33	43	43	52
YEARS OF EDUCATION	103	12	14	14	16
YEARS WITH PRESENT BANK	101	5	13	9	19
YEARS IN POSITION	99	3	6	5	8
REPORTING LEVEL	79	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	84	3	5	4	6
ASSET SIZE (MILLIONS)	103	$6.0	$6.8	$7.0	$8.0

GEOGRAPHIC REGION: 6
ASSET SIZE: LESS THAN $10 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$5,400	$8,706	$9,000	$10,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	5,900	8,949	9,042	10,500
AGE	7	26	41	44	58
YEARS OF EDUCATION	7	12	12	12	12
YEARS WITH PRESENT BANK	7	3	7	6	11
YEARS IN POSITION	7	1	5	2	8
REPORTING LEVEL	6	4	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$6.4	$7.5	$7.0	$9.2

GEOGRAPHIC REGION: 6
ASSET SIZE: LESS THAN $10 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$8,580	$10,453	$10,750	$12,375
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	9,043	10,903	10,975	13,500
AGE	6	25	37	29	53
YEARS OF EDUCATION	6	12	12	12	12
YEARS WITH PRESENT BANK	6	6	11	7	16
YEARS IN POSITION	6	2	6	5	9
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$5.0	$6.7	$6.5	$8.2

GEOGRAPHIC REGION: 6
ASSET SIZE: LESS THAN $10 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$12,200	$14,764	$14,000	$17,710
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	12,200	14,764	14,000	17,710
AGE	5	25	29	28	35
YEARS OF EDUCATION	5	13	14	14	16
YEARS WITH PRESENT BANK	5	2	3	2	4
YEARS IN POSITION	5	2	2	2	3
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$5.7	$7.5	$8.0	$9.0

GEOGRAPHIC REGION: 6
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$10,050	$12,540	$12,000	$15,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	12,500	14,190	15,150	15,400
AGE	5	30	32	31	36
YEARS OF EDUCATION	5	13	15	16	16
YEARS WITH PRESENT BANK	5	3	11	6	21
YEARS IN POSITION	5	2	5	3	9
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$7.0	$8.0	$8.0	$9.0

GEOGRAPHIC REGION: 6
ASSET SIZE: LESS THAN $10 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$7,020	$9,618	$8,500	$12,750
BONUS	8	275	1,119	850	1,875
TOTAL COMPENSATION	9	8,750	10,612	9,200	12,775
AGE	8	31	42	42	53
YEARS OF EDUCATION	9	12	13	12	14
YEARS WITH PRESENT BANK	9	5	12	11	19
YEARS IN POSITION	8	2	5	4	6
REPORTING LEVEL	7	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	6	2	3	3	5
ASSET SIZE (MILLIONS)	9	$5.6	$6.5	$6.5	$7.6

GEOGRAPHIC REGION: 6
ASSET SIZE: LESS THAN $10 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$12,215	$14,974	$13,710	$16,425
BONUS	15	750	2,275	2,100	4,000
TOTAL COMPENSATION	24	13,050	16,396	14,398	20,355
AGE	23	29	34	32	38
YEARS OF EDUCATION	24	14	15	16	16
YEARS WITH PRESENT BANK	24	2	5	3	6
YEARS IN POSITION	24	2	3	3	4
REPORTING LEVEL	20	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	4	5	5	7
ASSET SIZE (MILLIONS)	24	$7.0	$8.1	$8.4	$9.3

GEOGRAPHIC REGION: 6
ASSET SIZE: LESS THAN $10 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	65	$9,600	$12,046	$12,000	$14,400
BONUS	47	600	2,051	1,200	2,352
TOTAL COMPENSATION	65	10,640	13,529	12,800	16,456
AGE	64	32	43	44	53
YEARS OF EDUCATION	65	12	13	12	14
YEARS WITH PRESENT BANK	65	6	12	10	20
YEARS IN POSITION	61	3	5	4	7
REPORTING LEVEL	55	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	58	3	5	4	6
ASSET SIZE (MILLIONS)	65	$6.0	$7.0	$7.0	$8.4

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $10 TO $19 MILLION

Of the 600 banks submitting data for the West-North Central region, 154 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Instalment Loan Collector
Mortgage Loan Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	153	$25,000	$30,854	$31,000	$35,000
BONUS	110	2,553	8,977	5,350	10,000
TOTAL COMPENSATION	153	30,000	37,308	34,775	41,750
AGE	148	45	52	53	59
YEARS OF EDUCATION	151	13	15	16	16
YEARS WITH PRESENT BANK	148	9	19	17	27
YEARS IN POSITION	146	5	11	9	15
REPORTING LEVEL	153	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	151	9	13	12	17
ASSET SIZE (MILLIONS)	153	$11.8	$14.4	$14.0	$17.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	140	$18,000	$22,401	$21,000	$26,000
BONUS	99	1,400	4,433	2,900	6,000
TOTAL COMPENSATION	140	19,731	25,536	23,925	29,200
AGE	135	37	46	45	54
YEARS OF EDUCATION	139	12	14	14	16
YEARS WITH PRESENT BANK	136	6	15	13	22
YEARS IN POSITION	131	3	7	6	9
REPORTING LEVEL	114	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	125	5	9	9	12
ASSET SIZE (MILLIONS)	140	$12.0	$14.5	$14.2	$17.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$10,200	$13,350	$14,200	$15,075
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	10,245	13,642	14,500	15,944
AGE	8	30	40	37	52
YEARS OF EDUCATION	8	12	14	14	16
YEARS WITH PRESENT BANK	8	2	8	8	11
YEARS IN POSITION	8	1	5	3	5
REPORTING LEVEL	5	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	2	3	2	4
ASSET SIZE (MILLIONS)	8	$11.0	$14.4	$14.5	$17.7

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$10,000	$15,729	$17,500	$19,700
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	10,000	16,653	17,500	21,670
AGE	6	36	45	43	55
YEARS OF EDUCATION	6	12	12	12	12
YEARS WITH PRESENT BANK	6	5	6	6	7
YEARS IN POSITION	6	3	5	6	7
REPORTING LEVEL	7	3	3	2	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$11.9	$15.0	$14.0	$18.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$15,540	$20,065	$18,100	$26,000
BONUS	9	1,450	2,541	2,100	2,500
TOTAL COMPENSATION	11	17,700	22,144	21,918	27,000
AGE	10	33	39	36	45
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	4	10	10	14
YEARS IN POSITION	10	2	5	5	9
REPORTING LEVEL	11	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	2	8	6	14
ASSET SIZE (MILLIONS)	11	$11.5	$14.9	$15.2	$17.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$9,500	$11,303	$11,000	$12,600
BONUS	9	396	1,762	1,100	2,178
TOTAL COMPENSATION	11	9,710	12,745	11,491	15,863
AGE	9	25	37	34	47
YEARS OF EDUCATION	10	12	14	12	16
YEARS WITH PRESENT BANK	10	3	8	6	11
YEARS IN POSITION	10	2	4	3	5
REPORTING LEVEL	10	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	11	$12.6	$15.0	$15.9	$18.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 10 TO $ 19 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$13,200	$14,969	$14,400	$17,700
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	13,300	16,197	17,700	18,500
AGE	7	39	46	47	53
YEARS OF EDUCATION	6	12	13	12	14
YEARS WITH PRESENT BANK	7	2	15	13	29
YEARS IN POSITION	7	1	3	2	3
REPORTING LEVEL	6	4	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$11.0	$14.7	$15.0	$17.7

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$12,630	$15,300	$14,910	$17,700
BONUS	31	700	1,518	1,200	2,040
TOTAL COMPENSATION	46	13,200	16,323	15,452	18,450
AGE	44	29	38	34	45
YEARS OF EDUCATION	46	12	14	14	16
YEARS WITH PRESENT BANK	45	3	8	6	9
YEARS IN POSITION	44	2	5	4	7
REPORTING LEVEL	42	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	29	1	3	2	4
ASSET SIZE (MILLIONS)	46	$12.5	$14.9	$14.5	$18.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$10,340	$12,052	$12,000	$13,200
BONUS	13	275	594	710	825
TOTAL COMPENSATION	23	10,920	12,388	12,000	13,200
AGE	22	26	34	31	43
YEARS OF EDUCATION	23	12	14	14	16
YEARS WITH PRESENT BANK	22	3	6	4	7
YEARS IN POSITION	22	1	2	2	3
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	1	5	3	9
ASSET SIZE (MILLIONS)	23	$11.5	$14.6	$13.2	$18.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$10,860	$12,472	$12,670	$13,520
BONUS	11	700	2,343	1,500	3,000
TOTAL COMPENSATION	20	11,155	13,761	13,130	15,765
AGE	18	35	42	41	48
YEARS OF EDUCATION	20	12	13	12	16
YEARS WITH PRESENT BANK	20	5	13	13	17
YEARS IN POSITION	19	2	4	3	4
REPORTING LEVEL	16	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	11	2	6	5	10
ASSET SIZE (MILLIONS)	20	$12.1	$14.2	$14.0	$16.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 10 TO $ 19 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	78	$14,000	$16,567	$16,200	$18,888
BONUS	46	719	2,541	1,785	3,388
TOTAL COMPENSATION	78	14,375	18,066	17,355	20,375
AGE	73	32	38	35	44
YEARS OF EDUCATION	78	12	15	16	16
YEARS WITH PRESENT BANK	76	3	8	7	11
YEARS IN POSITION	73	2	5	4	7
REPORTING LEVEL	66	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	42	2	5	3	7
ASSET SIZE (MILLIONS)	78	$12.1	$14.9	$15.5	$17.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 10 TO $ 19 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$8,625	$11,519	$10,320	$12,150
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	8,853	11,807	10,660	12,519
AGE	9	24	30	25	31
YEARS OF EDUCATION	10	16	16	16	16
YEARS WITH PRESENT BANK	9	2	3	2	4
YEARS IN POSITION	8	1	2	2	3
REPORTING LEVEL	8	4	3	4	2
TOTAL EMPLOYEES SUPERVISED	5	1	2	1	4
ASSET SIZE (MILLIONS)	10	$12.6	$15.0	$15.1	$18.1

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	107	$12,000	$15,424	$15,000	$18,600
BONUS	75	930	2,393	1,725	3,000
TOTAL COMPENSATION	107	13,000	17,102	16,800	20,000
AGE	104	35	44	43	53
YEARS OF EDUCATION	106	12	14	12	16
YEARS WITH PRESENT BANK	105	6	14	13	22
YEARS IN POSITION	102	2	6	5	9
REPORTING LEVEL	95	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	98	5	9	7	12
ASSET SIZE (MILLIONS)	107	$11.8	$14.6	$14.5	$17.3

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$9,950	$12,806	$12,240	$14,700
BONUS	12	993	1,868	1,663	2,438
TOTAL COMPENSATION	17	11,513	14,125	13,665	15,000
AGE	16	39	49	52	59
YEARS OF EDUCATION	17	12	13	12	14
YEARS WITH PRESENT BANK	17	12	18	17	25
YEARS IN POSITION	15	2	4	3	5
REPORTING LEVEL	14	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	4	9	6	14
ASSET SIZE (MILLIONS)	17	$12.8	$15.3	$16.0	$18.0

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $20 TO $29 MILLION

Of the 600 banks submitting data for the West-North Central region, 91 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following position in this asset size category:

Branch Manager-Large

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$30,000	$35,709	$35,000	$38,300
BONUS	53	2,801	8,072	5,218	11,725
TOTAL COMPENSATION	91	33,000	40,410	37,500	43,300
AGE	89	44	51	50	58
YEARS OF EDUCATION	90	14	15	16	16
YEARS WITH PRESENT BANK	91	9	18	15	26
YEARS IN POSITION	87	4	10	8	14
REPORTING LEVEL	91	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	88	14	22	20	27
ASSET SIZE (MILLIONS)	91	$21.0	$23.8	$23.4	$26.6

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$22,050	$25,835	$25,370	$29,695
BONUS	42	1,548	4,696	2,785	7,625
TOTAL COMPENSATION	80	23,955	28,301	27,742	31,886
AGE	79	40	45	45	51
YEARS OF EDUCATION	80	12	15	16	16
YEARS WITH PRESENT BANK	78	6	15	14	22
YEARS IN POSITION	75	2	7	5	10
REPORTING LEVEL	72	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	64	6	16	14	24
ASSET SIZE (MILLIONS)	80	$21.0	$23.8	$23.6	$26.4

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$10,575	$14,658	$15,400	$18,396
BONUS	5	90	748	1,000	1,280
TOTAL COMPENSATION	12	11,513	14,970	15,400	18,396
AGE	12	35	45	44	56
YEARS OF EDUCATION	12	12	13	12	13
YEARS WITH PRESENT BANK	12	7	14	13	19
YEARS IN POSITION	12	2	7	6	11
REPORTING LEVEL	11	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	11	2	3	3	4
ASSET SIZE (MILLIONS)	12	$21.0	$24.4	$24.5	$27.9

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$12,600	$18,045	$18,500	$24,000
BONUS	6	388	1,638	1,140	2,900
TOTAL COMPENSATION	11	12,800	18,938	19,350	24,000
AGE	11	38	47	47	55
YEARS OF EDUCATION	11	12	14	12	16
YEARS WITH PRESENT BANK	11	5	7	6	10
YEARS IN POSITION	11	2	4	5	6
REPORTING LEVEL	11	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	5	1	7	1	16
ASSET SIZE (MILLIONS)	11	$24.3	$25.7	$25.0	$27.6

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	29	$18,000	$21,143	$21,000	$24,025
BONUS	15	700	3,645	2,300	6,700
TOTAL COMPENSATION	29	18,700	23,028	22,000	27,958
AGE	28	33	41	39	49
YEARS OF EDUCATION	28	14	15	16	16
YEARS WITH PRESENT BANK	29	3	8	6	12
YEARS IN POSITION	27	2	5	3	6
REPORTING LEVEL	25	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	18	2	7	5	7
ASSET SIZE (MILLIONS)	29	$20.2	$23.9	$23.5	$27.2

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$10,875	$13,102	$13,600	$15,618
BONUS	8	625	2,406	1,011	3,281
TOTAL COMPENSATION	12	12,150	14,706	15,180	17,090
AGE	12	25	33	29	39
YEARS OF EDUCATION	12	12	15	16	16
YEARS WITH PRESENT BANK	12	2	8	4	12
YEARS IN POSITION	12	2	4	3	4
REPORTING LEVEL	12	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	1	4	1	9
ASSET SIZE (MILLIONS)	12	$21.0	$23.5	$23.1	$25.7

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 20 TO $ 29 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$12,000	$16,209	$16,500	$20,000
BONUS	9	750	1,304	1,138	1,800
TOTAL COMPENSATION	15	13,800	16,991	17,500	21,500
AGE	14	34	47	47	58
YEARS OF EDUCATION	13	12	14	12	16
YEARS WITH PRESENT BANK	14	5	14	12	22
YEARS IN POSITION	13	3	8	5	14
REPORTING LEVEL	13	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	10	5	12	7	21
ASSET SIZE (MILLIONS)	15	$21.0	$23.6	$24.0	$25.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 20 TO $ 29 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$9,600	$10,940	$10,800	$12,100
BONUS	6	238	620	538	1,046
TOTAL COMPENSATION	13	9,788	11,226	11,400	12,475
AGE	13	28	35	35	42
YEARS OF EDUCATION	13	12	14	12	16
YEARS WITH PRESENT BANK	13	2	6	5	8
YEARS IN POSITION	13	2	3	2	6
REPORTING LEVEL	10	5	5	4	3
TOTAL EMPLOYEES SUPERVISED	5	2	8	2	18
ASSET SIZE (MILLIONS)	13	$22.0	$25.1	$25.0	$28.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$13,940	$16,527	$15,950	$18,975
BONUS	32	512	1,947	1,181	2,161
TOTAL COMPENSATION	56	14,800	17,639	17,250	20,000
AGE	54	29	37	34	42
YEARS OF EDUCATION	53	12	14	14	16
YEARS WITH PRESENT BANK	55	3	6	5	9
YEARS IN POSITION	53	2	4	3	4
REPORTING LEVEL	52	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	4	3	4
ASSET SIZE (MILLIONS)	56	$21.6	$24.1	$24.3	$26.8

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$11,000	$12,331	$12,000	$13,500
BONUS	9	650	1,498	1,080	2,350
TOTAL COMPENSATION	27	11,250	12,830	12,300	13,700
AGE	26	26	32	30	33
YEARS OF EDUCATION	26	12	15	16	16
YEARS WITH PRESENT BANK	26	2	5	4	6
YEARS IN POSITION	25	2	3	2	4
REPORTING LEVEL	24	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	2	5	4	6
ASSET SIZE (MILLIONS)	27	$21.5	$24.4	$25.0	$27.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$10,833	$14,538	$14,300	$18,450
BONUS	7	780	2,120	1,510	3,100
TOTAL COMPENSATION	16	10,833	15,466	14,300	19,950
AGE	16	35	43	41	51
YEARS OF EDUCATION	14	12	13	12	13
YEARS WITH PRESENT BANK	16	7	15	14	18
YEARS IN POSITION	16	2	5	4	8
REPORTING LEVEL	14	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	10	3	7	4	12
ASSET SIZE (MILLIONS)	16	$20.4	$23.7	$24.6	$26.9

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$15,150	$18,941	$18,550	$21,400
BONUS	26	710	2,488	1,733	4,139
TOTAL COMPENSATION	48	16,038	20,289	19,800	23,550
AGE	45	33	41	38	49
YEARS OF EDUCATION	46	12	14	16	16
YEARS WITH PRESENT BANK	46	6	12	10	15
YEARS IN POSITION	47	3	7	5	9
REPORTING LEVEL	45	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	30	1	7	3	9
ASSET SIZE (MILLIONS)	48	$22.0	$24.1	$24.5	$26.4

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 20 TO $ 29 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$12,000	$16,491	$16,500	$19,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	12,000	17,101	16,500	19,400
AGE	11	32	43	41	50
YEARS OF EDUCATION	11	12	14	12	16
YEARS WITH PRESENT BANK	11	4	11	8	13
YEARS IN POSITION	10	2	4	3	7
REPORTING LEVEL	11	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	5	1	2	1	3
ASSET SIZE (MILLIONS)	11	$22.0	$25.3	$25.1	$28.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 20 TO $ 29 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$8,500	$11,025	$11,300	$13,013
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	9,400	11,503	11,464	13,873
AGE	6	23	24	25	26
YEARS OF EDUCATION	6	16	16	16	16
YEARS WITH PRESENT BANK	6	2	2	2	3
YEARS IN POSITION	6	1	2	2	2
REPORTING LEVEL	5	5	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$21.7	$24.0	$24.0	$26.2

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	74	$15,425	$17,830	$17,375	$20,335
BONUS	39	700	3,239	2,275	4,320
TOTAL COMPENSATION	74	16,000	19,537	19,300	22,525
AGE	74	34	42	41	51
YEARS OF EDUCATION	72	12	14	14	16
YEARS WITH PRESENT BANK	74	7	14	11	21
YEARS IN POSITION	71	3	6	5	6
REPORTING LEVEL	69	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	68	8	14	12	19
ASSET SIZE (MILLIONS)	74	$21.8	$24.1	$24.0	$26.9

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$12,250	$15,153	$14,400	$16,600
BONUS	7	950	2,463	1,900	3,100
TOTAL COMPENSATION	17	12,950	16,167	14,450	17,250
AGE	17	33	44	44	54
YEARS OF EDUCATION	17	12	13	12	16
YEARS WITH PRESENT BANK	17	8	14	12	24
YEARS IN POSITION	15	2	3	3	4
REPORTING LEVEL	15	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	14	6	13	14	17
ASSET SIZE (MILLIONS)	17	$23.5	$24.9	$25.0	$27.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,050	$19,573	$15,300	$26,610
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12,050	20,383	15,775	29,540
AGE	6	35	48	48	61
YEARS OF EDUCATION	5	16	17	16	19
YEARS WITH PRESENT BANK	6	2	8	3	13
YEARS IN POSITION	6	2	8	2	12
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$22.3	$23.8	$25.0	$25.0

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $30 TO $39 MILLION

Of the 600 banks submitting data for the West-North Central region, 80 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$34,000	$39,016	$38,000	$42,934
BONUS	47	2,776	7,503	5,000	10,000
TOTAL COMPENSATION	80	36,775	43,424	42,000	48,713
AGE	79	44	52	52	60
YEARS OF EDUCATION	80	14	15	16	16
YEARS WITH PRESENT BANK	79	6	17	16	27
YEARS IN POSITION	78	3	9	8	13
REPORTING LEVEL	80	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	79	25	36	36	46
ASSET SIZE (MILLIONS)	80	$31.7	$34.4	$35.0	$37.1

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$22,800	$28,532	$26,500	$31,800
BONUS	36	1,543	3,834	2,768	4,917
TOTAL COMPENSATION	67	24,400	30,592	28,300	34,800
AGE	64	43	51	51	57
YEARS OF EDUCATION	67	13	15	14	16
YEARS WITH PRESENT BANK	65	8	16	14	23
YEARS IN POSITION	65	3	8	6	11
REPORTING LEVEL	64	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	59	6	24	23	40
ASSET SIZE (MILLIONS)	67	$31.7	$34.4	$35.0	$37.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$10,260	$13,894	$15,000	$17,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	10,260	14,217	15,000	17,772
AGE	7	36	42	39	50
YEARS OF EDUCATION	7	12	13	12	14
YEARS WITH PRESENT BANK	7	3	5	4	8
YEARS IN POSITION	7	2	2	2	2
REPORTING LEVEL	7	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	5	7	6	8
ASSET SIZE (MILLIONS)	7	$35.0	$37.1	$38.0	$39.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$10,170	$12,240	$12,000	$14,000
BONUS	9	443	876	725	1,338
TOTAL COMPENSATION	21	10,715	12,616	12,188	14,250
AGE	21	37	43	44	49
YEARS OF EDUCATION	21	12	13	12	13
YEARS WITH PRESENT BANK	21	5	10	8	15
YEARS IN POSITION	21	2	3	3	4
REPORTING LEVEL	21	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	21	3	4	4	5
ASSET SIZE (MILLIONS)	21	$33.1	$35.8	$37.0	$38.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$12,900	$16,941	$16,700	$20,970
BONUS	7	806	1,366	1,306	1,923
TOTAL COMPENSATION	15	13,000	17,578	16,700	21,776
AGE	15	30	44	42	57
YEARS OF EDUCATION	15	12	14	15	16
YEARS WITH PRESENT BANK	15	4	7	7	10
YEARS IN POSITION	15	2	4	4	7
REPORTING LEVEL	14	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	1	3	2	4
ASSET SIZE (MILLIONS)	15	$31.7	$35.4	$37.3	$38.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	38	$21,213	$23,966	$23,595	$26,425
BONUS	19	1,200	2,013	1,700	2,620
TOTAL COMPENSATION	38	21,488	24-973	24,135	28,057
AGE	37	34	42	40	47
YEARS OF EDUCATION	38	14	15	16	16
YEARS WITH PRESENT BANK	37	4	10	8	13
YEARS IN POSITION	35	2	4	3	6
REPORTING LEVEL	37	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	28	3	11	4	12
ASSET SIZE (MILLIONS)	38	$31.7	$35.0	$35.7	$38.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	26	$12,175	$15,161	$15,000	$17,125
BONUS	5	325	545	575	750
TOTAL COMPENSATION	26	12,275	15,266	15,538	17,125
AGE	24	28	35	33	38
YEARS OF EDUCATION	26	12	15	16	16
YEARS WITH PRESENT BANK	25	2	7	3	8
YEARS IN POSITION	24	1	3	2	3
REPORTING LEVEL	25	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	1	9	2	6
ASSET SIZE (MILLIONS)	26	$32.0	$34.6	$35.0	$37.4

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$12,900	$17,547	$16,500	$21,000
BONUS	5	375	1,166	1,170	1,956
TOTAL COMPENSATION	11	12,900	18,077	16,500	21,000
AGE	11	30	35	33	39
YEARS OF EDUCATION	11	12	15	16	16
YEARS WITH PRESENT BANK	11	3	8	9	12
YEARS IN POSITION	11	2	3	3	3
REPORTING LEVEL	11	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	2	6	4	10
ASSET SIZE (MILLIONS)	11	$32.9	$35.7	$35.0	$38.9

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$10,272	$12,275	$11,670	$13,950
BONUS	9	125	878	1,000	1,578
TOTAL COMPENSATION	16	10,310	12,769	12,050	15,063
AGE	15	27	32	30	33
YEARS OF EDUCATION	16	12	14	15	16
YEARS WITH PRESENT BANK	16	2	6	4	7
YEARS IN POSITION	15	1	2	2	3
REPORTING LEVEL	13	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	16	$35.0	$36.4	$36.7	$38.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	66	$16,225	$18,955	$18,600	$20,993
BONUS	29	1,158	1,891	1,584	2,750
TOTAL COMPENSATION	66	16,896	19,786	19,420	22,093
AGE	63	32	39	38	42
YEARS OF EDUCATION	66	13	14	14	16
YEARS WITH PRESENT BANK	65	4	9	8	11
YEARS IN POSITION	62	2	5	4	6
REPORTING LEVEL	64	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	56	3	7	4	6
ASSET SIZE (MILLIONS)	66	$31.6	$34.5	$34.7	$37.3

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$11,700	$13,527	$13,400	$14,600
BONUS	25	528	1,031	900	1,401
TOTAL COMPENSATION	47	12,000	14,076	13,891	15,575
AGE	46	27	34	32	39
YEARS OF EDUCATION	46	12	14	14	16
YEARS WITH PRESENT BANK	45	4	7	5	11
YEARS IN POSITION	44	2	4	3	4
REPORTING LEVEL	45	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	20	1	7	3	4
ASSET SIZE (MILLIONS)	47	$32.9	$34.8	$35.0	$37.3

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$11,300	$13,420	$12,900	$15,000
BONUS	11	480	1,129	1,090	1,476
TOTAL COMPENSATION	21	11,995	14,011	13,925	15,613
AGE	21	34	44	43	54
YEARS OF EDUCATION	21	12	14	14	16
YEARS WITH PRESENT BANK	21	4	15	15	22
YEARS IN POSITION	21	3	5	4	5
REPORTING LEVEL	20	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	11	4	16	8	20
ASSET SIZE (MILLIONS)	21	$33.0	$35.2	$36.0	$37.4

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$16,080	$19,653	$19,800	$22,000
BONUS	31	900	2,237	1,650	2,400
TOTAL COMPENSATION	51	17,400	21,013	20,510	24,063
AGE	50	33	43	41	52
YEARS OF EDUCATION	51	12	15	16	16
YEARS WITH PRESENT BANK	51	5	11	10	16
YEARS IN POSITION	50	2	5	4	7
REPORTING LEVEL	51	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	27	2	8	4	10
ASSET SIZE (MILLIONS)	51	$32.0	$34.6	$35.0	$37.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$14,210	$17,505	$17,300	$19,050
BONUS	13	983	1,878	1,620	2,903
TOTAL COMPENSATION	22	15,825	18,615	17,950	19,800
AGE	22	39	44	41	49
YEARS OF EDUCATION	22	12	14	14	16
YEARS WITH PRESENT BANK	22	3	12	10	20
YEARS IN POSITION	22	2	5	3	7
REPORTING LEVEL	20	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	15	1	4	1	4
ASSET SIZE (MILLIONS)	22	$33.8	$35.8	$35.9	$37.7

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$9,775	$11,903	$11,400	$13,575
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	9,834	12,197	11,950	13,769
AGE	7	25	28	27	31
YEARS OF EDUCATION	7	16	16	16	16
YEARS WITH PRESENT BANK	7	2	3	3	4
YEARS IN POSITION	7	1	2	2	3
REPORTING LEVEL	6	3	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$31.1	$33.4	$32.4	$35.8

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	69	$17,051	$20,793	$20,200	$24,450
BONUS	36	1,106	2,546	2,200	3,156
TOTAL COMPENSATION	69	17,750	22,121	21,870	26,525
AGE	67	34	42	41	48
YEARS OF EDUCATION	68	12	14	14	16
YEARS WITH PRESENT BANK	67	5	12	10	18
YEARS IN POSITION	66	2	6	5	8
REPORTING LEVEL	68	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	68	14	24	21	34
ASSET SIZE (MILLIONS)	69	$32.0	$34.6	$35.0	$37.2

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$12,125	$18,192	$17,050	$21,117
BONUS	9	700	1,791	1,421	1,942
TOTAL COMPENSATION	17	13,180	19,140	17,620	21,242
AGE	17	32	44	46	52
YEARS OF EDUCATION	17	12	14	14	16
YEARS WITH PRESENT BANK	17	4	14	9	22
YEARS IN POSITION	17	2	3	2	4
REPORTING LEVEL	16	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	6	25	18	47
ASSET SIZE (MILLIONS)	17	$31.0	$33.8	$33.4	$37.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$16,485	$20,631	$19,464	$25,500
BONUS	11	1,000	2,630	2,200	3,852
TOTAL COMPENSATION	18	17,894	22,238	20,775	25,553
AGE	18	32	44	43	57
YEARS OF EDUCATION	16	13	16	16	19
YEARS WITH PRESENT BANK	18	5	14	8	25
YEARS IN POSITION	18	3	6	5	10
REPORTING LEVEL	18	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	14	2	5	2	6
ASSET SIZE (MILLIONS)	18	$31.1	$34.1	$34.0	$37.0

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $40 TO $49 MILLION

Of the 600 banks submitting data for the West-North Central region, 45 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following position in this asset size category:

Branch Manager-Large

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$37,075	$40,980	$40,000	$45,250
BONUS	22	1,489	4,865	3,550	7,200
TOTAL COMPENSATION	45	38,178	43,359	43,000	46,050
AGE	44	46	52	54	58
YEARS OF EDUCATION	45	16	15	16	16
YEARS WITH PRESENT BANK	44	8	17	14	26
YEARS IN POSITION	43	3	8	8	12
REPORTING LEVEL	45	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	44	39	49	50	59
ASSET SIZE (MILLIONS)	45	$42.0	$45.2	$45.5	$49.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$26,250	$30,822	$31,300	$34,550
BONUS	13	1,495	4,387	2,543	5,729
TOTAL COMPENSATION	37	27,150	32,364	31,300	36,895
AGE	35	39	48	49	56
YEARS OF EDUCATION	37	13	15	16	16
YEARS WITH PRESENT BANK	36	7	15	14	22
YEARS IN POSITION	36	2	6	5	8
REPORTING LEVEL	35	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	35	5	22	11	42
ASSET SIZE (MILLIONS)	37	$42.0	$45.3	$45.5	$49.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$9,300	$11,638	$10,500	$13,350
BONUS	7	300	873	500	1,360
TOTAL COMPENSATION	17	9,850	11,998	11,263	13,600
AGE	15	37	43	43	49
YEARS OF EDUCATION	17	12	12	12	12
YEARS WITH PRESENT BANK	16	5	9	8	12
YEARS IN POSITION	15	2	5	3	5
REPORTING LEVEL	16	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	15	2	5	5	7
ASSET SIZE (MILLIONS)	17	$41.5	$45.2	$45.5	$48.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$12,100	$16,514	$16,500	$19,750
BONUS	8	100	538	475	900
TOTAL COMPENSATION	25	12,220	16,686	16,500	19,800
AGE	22	35	46	46	56
YEARS OF EDUCATION	24	12	14	14	16
YEARS WITH PRESENT BANK	24	2	9	8	12
YEARS IN POSITION	24	2	5	3	7
REPORTING LEVEL	22	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	11	1	6	2	4
ASSET SIZE (MILLIONS)	25	$41.1	$45.1	$45.4	$49.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	33	$21,200	$24,304	$24,200	$26,650
BONUS	18	250	2,328	1,883	3,425
TOTAL COMPENSATION	33	21,700	25,574	25,500	27,788
AGE	32	33	40	36	47
YEARS OF EDUCATION	33	14	15	16	16
YEARS WITH PRESENT BANK	32	3	9	8	13
YEARS IN POSITION	31	2	5	3	7
REPORTING LEVEL	31	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	23	2	5	3	6
ASSET SIZE (MILLIONS)	33	$42.2	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$14,250	$15,877	$15,550	$17,900
BONUS	9	125	1,141	500	2,000
TOTAL COMPENSATION	18	14,675	16,447	15,800	19,015
AGE	16	29	36	33	40
YEARS OF EDUCATION	18	13	15	16	16
YEARS WITH PRESENT BANK	17	2	6	4	9
YEARS IN POSITION	17	2	4	2	4
REPORTING LEVEL	16	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	1	4	2	8
ASSET SIZE (MILLIONS)	18	$40.8	$44.9	$45.7	$49.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 40 TO $ 49 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$14,500	$17,737	$16,000	$21,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	14,500	18,327	16,000	21,400
AGE	14	30	42	43	51
YEARS OF EDUCATION	15	12	14	14	16
YEARS WITH PRESENT BANK	14	4	14	13	22
YEARS IN POSITION	14	2	4	3	5
REPORTING LEVEL	15	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	12	2	14	7	27
ASSET SIZE (MILLIONS)	15	$41.0	$43.9	$42.5	$47.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$10,350	$12,428	$11,990	$13,925
BONUS	6	39	536	475	1,004
TOTAL COMPENSATION	18	10,363	12,606	11,990	14,131
AGE	17	26	32	28	37
YEARS OF EDUCATION	18	12	14	14	16
YEARS WITH PRESENT BANK	17	3	6	4	9
YEARS IN POSITION	17	2	3	3	3
REPORTING LEVEL	16	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	1	1	1	2
ASSET SIZE (MILLIONS)	18	$44.7	$46.5	$48.0	$49.1

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$17,300	$19,958	$19,850	$22,698
BONUS	19	100	1,633	900	2,200
TOTAL COMPENSATION	42	17,839	20,697	20,500	23,304
AGE	41	34	42	40	48
YEARS OF EDUCATION	42	12	14	13	16
YEARS WITH PRESENT BANK	41	6	11	8	12
YEARS IN POSITION	41	2	6	6	8
REPORTING LEVEL	39	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	3	5	4	6
ASSET SIZE (MILLIONS)	42	$42.0	$45.3	$45.7	$49.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$12,275	$13,911	$13,410	$15,550
BONUS	11	100	1,052	700	1,500
TOTAL COMPENSATION	32	12,500	14,272	13,750	16,406
AGE	31	31	36	34	44
YEARS OF EDUCATION	32	12	14	14	16
YEARS WITH PRESENT BANK	31	2	7	6	11
YEARS IN POSITION	30	2	4	3	4
REPORTING LEVEL	29	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	14	1	3	3	4
ASSET SIZE (MILLIONS)	32	$42.9	$45.8	$46.3	$49.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$11,250	$13,017	$13,100	$14,300
BONUS	11	300	1,055	950	1,600
TOTAL COMPENSATION	20	12,025	13,597	13,100	15,038
AGE	19	30	38	38	46
YEARS OF EDUCATION	20	12	14	12	16
YEARS WITH PRESENT BANK	19	3	12	12	16
YEARS IN POSITION	19	2	3	2	4
REPORTING LEVEL	19	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	5	1	2	1	3
ASSET SIZE (MILLIONS)	20	$45.0	$46.1	$46.3	$49.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$15,000	$19,513	$18,500	$24,100
BONUS	9	225	1,355	1,500	2,230
TOTAL COMPENSATION	23	15,000	20,043	20,660	24,100
AGE	23	32	42	43	51
YEARS OF EDUCATION	23	14	15	16	16
YEARS WITH PRESENT BANK	23	4	10	8	15
YEARS IN POSITION	23	2	6	4	6
REPORTING LEVEL	21	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	12	2	3	3	3
ASSET SIZE (MILLIONS)	23	$44.0	$45.4	$45.0	$48.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$13,500	$18,516	$18,950	$21,450
BONUS	16	100	989	750	1,300
TOTAL COMPENSATION	32	13,763	19,010	19,363	21,800
AGE	31	34	45	46	54
YEARS OF EDUCATION	32	12	14	15	16
YEARS WITH PRESENT BANK	32	6	12	10	17
YEARS IN POSITION	32	3	7	5	10
REPORTING LEVEL	30	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	25	1	2	1	2
ASSET SIZE (MILLIONS)	32	$41.5	$45.5	$46.5	$49.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 40 TO $ 49 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,720	$10,568	$10,600	$11,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	9,720	10,638	10,800	11,475
AGE	5	24	27	24	31
YEARS OF EDUCATION	5	16	16	16	16
YEARS WITH PRESENT BANK	5	2	3	3	5
YEARS IN POSITION	5	2	2	2	2
REPORTING LEVEL	5	6	5	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$47.5	$48.5	$49.0	$49.3

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$16,846	$21,413	$20,700	$24,470
BONUS	16	363	2,353	1,800	3,300
TOTAL COMPENSATION	41	17,250	22,331	21,985	25,500
AGE	39	35	43	43	48
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	40	5	11	10	17
YEARS IN POSITION	39	2	5	4	8
REPORTING LEVEL	41	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	40	16	30	30	40
ASSET SIZE (MILLIONS)	41	$42.0	$45.3	$45.5	$49.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$13,625	$15,228	$14,938	$17,250
BONUS	5	335	706	700	1,079
TOTAL COMPENSATION	20	13,625	15,404	14,938	17,915
AGE	20	37	44	42	50
YEARS OF EDUCATION	20	12	13	12	16
YEARS WITH PRESENT BANK	20	6	11	10	14
YEARS IN POSITION	20	2	4	3	5
REPORTING LEVEL	18	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	16	3	14	5	25
ASSET SIZE (MILLIONS)	20	$42.5	$45.8	$46.5	$49.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$15,700	$20,735	$21,500	$25,000
BONUS	7	300	2,118	1,250	3,500
TOTAL COMPENSATION	15	15,700	21,723	24,000	25,676
AGE	14	32	42	38	52
YEARS OF EDUCATION	15	16	17	16	19
YEARS WITH PRESENT BANK	14	2	8	4	9
YEARS IN POSITION	14	2	5	2	4
REPORTING LEVEL	15	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	11	1	2	1	3
ASSET SIZE (MILLIONS)	15	$42.5	$45.9	$46.0	$49.0

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $50 TO $99 MILLION

Of the 600 banks submitting data for the West-North Central region, 66 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Bond Department Manager
Top Correspondent Bank Officer
Top International Banking Officer
Officer Trainee (Master's Degree)
Portfolio Manager
Training Director

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	66	$41,350	$48,792	$45,300	$53,125
BONUS	38	3,330	8,944	5,750	8,850
TOTAL COMPENSATION	66	44,088	53,942	51,850	56,780
AGE	64	46	53	53	59
YEARS OF EDUCATION	62	16	16	16	16
YEARS WITH PRESENT BANK	65	10	19	19	27
YEARS IN POSITION	65	3	9	6	15
REPORTING LEVEL	66	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	65	55	69	70	83
ASSET SIZE (MILLIONS)	66	$60.1	$69.9	$67.5	$80.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$28,000	$33,547	$33,908	$37,900
BONUS	21	1,301	5,481	3,833	7,300
TOTAL COMPENSATION	56	29,150	35,603	35,300	41,250
AGE	55	41	48	48	54
YEARS OF EDUCATION	53	14	15	16	16
YEARS WITH PRESENT BANK	55	8	16	14	22
YEARS IN POSITION	54	2	5	4	6
REPORTING LEVEL	54	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	51	11	44	46	74
ASSET SIZE (MILLIONS)	56	$59.2	$68.1	$66.0	$77.7

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$20,000	$26,219	$26,500	$31,500
BONUS	6	1,450	2,968	2,050	4,116
TOTAL COMPENSATION	23	20,000	26,993	26,500	31,500
AGE	22	40	47	49	54
YEARS OF EDUCATION	23	14	15	16	16
YEARS WITH PRESENT BANK	23	8	18	17	24
YEARS IN POSITION	23	3	6	5	7
REPORTING LEVEL	23	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	23	8	38	37	65
ASSET SIZE (MILLIONS)	23	$65.0	$74.3	$75.0	$85.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$17,025	$19,850	$18,700	$22,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	17,025	20,431	19,093	23,550
AGE	6	37	46	47	54
YEARS OF EDUCATION	6	12	14	15	16
YEARS WITH PRESENT BANK	6	7	14	12	25
YEARS IN POSITION	6	3	7	6	12
REPORTING LEVEL	6	4	3	4	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$62.0	$72.4	$71.9	$86.2

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$17,850	$21,130	$19,250	$25,350
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	17,850	21,366	19,250	25,939
AGE	5	38	50	47	65
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	6	22	22	40
YEARS IN POSITION	5	2	7	6	13
REPORTING LEVEL	5	3	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$63.6	$73.0	$67.8	$85.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$11,300	$17,257	$17,320	$22,275
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	11,870	18,233	17,650	23,305
AGE	6	37	48	51	59
YEARS OF EDUCATION	6	12	13	12	16
YEARS WITH PRESENT BANK	6	6	15	13	23
YEARS IN POSITION	6	3	5	3	8
REPORTING LEVEL	6	6	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	3	14	6	30
ASSET SIZE (MILLIONS)	6	$50.7	$66.0	$65.0	$81.2

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$13,700	$14,851	$14,500	$15,100
BONUS	5	560	1,084	750	1,775
TOTAL COMPENSATION	13	13,700	15,268	15,000	16,075
AGE	13	30	37	35	47
YEARS OF EDUCATION	11	12	15	16	16
YEARS WITH PRESENT BANK	13	6	10	7	13
YEARS IN POSITION	13	2	4	3	5
REPORTING LEVEL	13	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	5	10	9	13
ASSET SIZE (MILLIONS)	13	$53.9	$66.8	$62.0	$82.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$11,050	$12,796	$12,168	$14,200
BONUS	7	413	851	810	1,080
TOTAL COMPENSATION	25	11,080	13,034	12,400	14,300
AGE	23	40	44	42	50
YEARS OF EDUCATION	23	12	13	12	14
YEARS WITH PRESENT BANK	24	5	12	12	20
YEARS IN POSITION	24	2	4	3	5
REPORTING LEVEL	25	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	21	4	5	5	7
ASSET SIZE (MILLIONS)	25	$61.2	$72.0	$69.0	$84.7

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$16,100	$20,743	$22,200	$23,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	16,100	21,464	23,450	25,000
AGE	7	33	40	38	44
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	7	7	10	9	18
YEARS IN POSITION	7	3	5	4	5
REPORTING LEVEL	7	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	5	1	2	1	3
ASSET SIZE (MILLIONS)	7	$50.0	$61.0	$52.0	$75.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$13,600	$17,600	$15,500	$23,050
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	13,625	18,333	15,900	23,925
AGE	6	30	42	39	58
YEARS OF EDUCATION	5	14	15	16	16
YEARS WITH PRESENT BANK	6	5	7	6	9
YEARS IN POSITION	6	2	3	3	4
REPORTING LEVEL	6	4	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$60.7	$68.9	$68.3	$78.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$11,550	$15,367	$13,000	$19,800
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	11,803	16,081	13,100	20,550
AGE	9	26	32	29	36
YEARS OF EDUCATION	8	13	16	16	18
YEARS WITH PRESENT BANK	9	4	6	5	7
YEARS IN POSITION	9	2	3	3	3
REPORTING LEVEL	9	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	6	1	3	3	6
ASSET SIZE (MILLIONS)	9	$58.6	$74.1	$80.0	$85.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$20,200	$25,930	$26,800	$29,500
BONUS	10	1,402	2,317	2,000	2,548
TOTAL COMPENSATION	35	20,200	26,592	27,000	32,000
AGE	35	34	41	41	47
YEARS OF EDUCATION	32	14	15	16	16
YEARS WITH PRESENT BANK	35	6	13	12	18
YEARS IN POSITION	35	2	5	3	7
REPORTING LEVEL	35	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	33	3	7	6	10
ASSET SIZE (MILLIONS)	35	$61.5	$72.7	$75.0	$84.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	50	$17,100	$20,595	$20,000	$24,000
BONUS	19	500	1,621	1,175	1,875
TOTAL COMPENSATION	50	17,681	21,211	20,000	24,319
AGE	49	33	40	38	46
YEARS OF EDUCATION	47	13	15	16	16
YEARS WITH PRESENT BANK	49	4	10	8	14
YEARS IN POSITION	48	2	5	3	7
REPORTING LEVEL	50	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	26	1	3	2	3
ASSET SIZE (MILLIONS)	50	$62.0	$72.0	$70.9	$83.2

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$14,300	$16,722	$17,000	$19,269
BONUS	5	400	1,357	775	2,606
TOTAL COMPENSATION	18	14,300	17,100	17,350	19,681
AGE	17	27	30	31	33
YEARS OF EDUCATION	17	16	16	16	16
YEARS WITH PRESENT BANK	16	4	6	6	9
YEARS IN POSITION	17	2	3	3	3
REPORTING LEVEL	18	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	6	1	1	1	1
ASSET SIZE (MILLIONS)	18	$63.5	$71.0	$70.4	$81.1

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$17,100	$20,875	$21,650	$24,650
BONUS	5	756	1,398	1,178	2,150
TOTAL COMPENSATION	8	19,525	21,749	22,046	24,650
AGE	8	32	40	42	45
YEARS OF EDUCATION	8	12	14	14	14
YEARS WITH PRESENT BANK	8	5	10	10	14
YEARS IN POSITION	8	5	7	5	8
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	3	5	5	7
ASSET SIZE (MILLIONS)	8	$64.8	$76.9	$76.0	$87.2

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$21,850	$26,153	$25,000	$30,150
BONUS	9	475	1,750	1,300	2,500
TOTAL COMPENSATION	24	21,850	26,809	26,250	30,150
AGE	22	38	45	45	52
YEARS OF EDUCATION	23	14	15	16	16
YEARS WITH PRESENT BANK	23	6	15	12	19
YEARS IN POSITION	23	3	6	4	8
REPORTING LEVEL	24	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	23	4	18	10	25
ASSET SIZE (MILLIONS)	24	$60.2	$73.9	$74.4	$87.2

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$10,500	$12,756	$12,600	$14,600
BONUS	10	141	870	451	1,117
TOTAL COMPENSATION	25	10,713	13,104	12,754	14,600
AGE	24	28	35	32	40
YEARS OF EDUCATION	23	12	14	13	16
YEARS WITH PRESENT BANK	24	3	7	4	10
YEARS IN POSITION	24	2	3	3	3
REPORTING LEVEL	25	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	15	1	2	2	3
ASSET SIZE (MILLIONS)	25	$60.0	$69.2	$67.0	$80.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$18,650	$21,156	$20,760	$24,075
BONUS	20	913	2,199	1,375	2,458
TOTAL COMPENSATION	54	19,000	21,971	21,532	24,475
AGE	54	33	42	43	49
YEARS OF EDUCATION	52	12	14	14	16
YEARS WITH PRESENT BANK	54	6	12	10	16
YEARS IN POSITION	54	2	6	4	8
REPORTING LEVEL	53	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	52	4	7	6	8
ASSET SIZE (MILLIONS)	54	$61.4	$70.8	$67.5	$82.2

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$12,800	$15,417	$14,950	$16,550
BONUS	17	500	1,412	700	1,090
TOTAL COMPENSATION	51	13,000	15,887	15,000	17,300
AGE	50	29	36	34	39
YEARS OF EDUCATION	48	12	14	14	16
YEARS WITH PRESENT BANK	50	3	7	6	9
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	51	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	19	2	3	3	4
ASSET SIZE (MILLIONS)	51	$61.5	$71.0	$68.4	$82.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$13,000	$16,028	$15,200	$17,750
BONUS	13	490	2,072	1,000	1,400
TOTAL COMPENSATION	37	13,000	16,756	15,300	18,850
AGE	36	32	40	36	50
YEARS OF EDUCATION	34	12	14	14	16
YEARS WITH PRESENT BANK	36	4	13	9	19
YEARS IN POSITION	36	2	5	3	5
REPORTING LEVEL	35	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	25	1	6	1	4
ASSET SIZE (MILLIONS)	37	$60.6	$69.8	$67.8	$80.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$12,010	$17,024	$16,500	$22,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	12,010	17,166	17,210	22,300
AGE	5	29	40	38	54
YEARS OF EDUCATION	5	13	15	16	16
YEARS WITH PRESENT BANK	5	4	10	7	17
YEARS IN POSITION	5	2	5	6	7
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$51.5	$66.8	$65.9	$82.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$13,800	$17,614	$16,800	$21,000
BONUS	8	244	1,264	1,125	2,228
TOTAL COMPENSATION	31	13,905	17,940	16,800	21,000
AGE	30	31	37	35	41
YEARS OF EDUCATION	29	14	15	16	16
YEARS WITH PRESENT BANK	30	3	8	6	12
YEARS IN POSITION	30	2	3	3	4
REPORTING LEVEL	31	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	16	1	3	2	4
ASSET SIZE (MILLIONS)	31	$60.3	$71.2	$67.8	$83.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$19,054	$21,771	$21,800	$24,825
BONUS	8	750	1,633	1,060	2,675
TOTAL COMPENSATION	28	19,636	22,238	22,300	24,850
AGE	27	35	45	40	55
YEARS OF EDUCATION	26	12	14	14	16
YEARS WITH PRESENT BANK	27	6	15	13	22
YEARS IN POSITION	27	2	6	4	9
REPORTING LEVEL	28	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	26	2	4	3	4
ASSET SIZE (MILLIONS)	28	$61.1	$71.4	$67.5	$83.7

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$14,725	$19,509	$18,580	$24,250
BONUS	8	248	1,877	719	4,107
TOTAL COMPENSATION	22	14,725	20,191	18,959	25,195
AGE	21	42	48	45	56
YEARS OF EDUCATION	19	12	14	14	16
YEARS WITH PRESENT BANK	21	8	15	13	20
YEARS IN POSITION	21	2	5	3	5
REPORTING LEVEL	22	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	2	1	2
ASSET SIZE (MILLIONS)	22	$60.7	$71.6	$69.5	$85.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$11,745	$14,336	$13,610	$16,750
BONUS	5	368	981	800	1,685
TOTAL COMPENSATION	10	11,779	14,827	14,795	17,625
AGE	10	30	38	34	51
YEARS OF EDUCATION	10	12	14	15	16
YEARS WITH PRESENT BANK	10	4	8	8	12
YEARS IN POSITION	10	2	2	2	2
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	10	$60.2	$72.0	$74.4	$79.7

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	29	$11,150	$12,800	$12,300	$14,665
BONUS	11	437	1,004	600	750
TOTAL COMPENSATION	29	11,200	13,181	12,500	14,665
AGE	29	34	43	42	53
YEARS OF EDUCATION	28	12	13	12	13
YEARS WITH PRESENT BANK	29	8	15	15	23
YEARS IN POSITION	29	2	4	3	5
REPORTING LEVEL	29	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	18	2	7	4	10
ASSET SIZE (MILLIONS)	29	$61.7	$71.2	$72.6	$83.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$10,350	$11,062	$11,500	$12,275
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	10,724	11,218	11,500	12,275
AGE	12	24	25	25	26
YEARS OF EDUCATION	13	16	16	16	16
YEARS WITH PRESENT BANK	13	1	2	2	2
YEARS IN POSITION	13	1	2	2	2
REPORTING LEVEL	12	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	13	$61.1	$72.8	$71.8	$86.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$16,500	$21,558	$21,560	$25,100
BONUS	15	780	1,825	1,000	2,250
TOTAL COMPENSATION	49	17,079	22,116	21,560	25,125
AGE	48	35	42	40	49
YEARS OF EDUCATION	45	12	14	14	16
YEARS WITH PRESENT BANK	48	5	14	12	20
YEARS IN POSITION	47	2	6	4	7
REPORTING LEVEL	49	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	47	24	40	42	56
ASSET SIZE (MILLIONS)	49	$60.6	$68.7	$67.0	$76.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$16,750	$20,804	$18,720	$23,825
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	16,750	20,829	18,945	23,825
AGE	8	34	45	44	56
YEARS OF EDUCATION	8	12	14	14	14
YEARS WITH PRESENT BANK	8	2	12	10	19
YEARS IN POSITION	8	2	4	4	6
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	8	5	8	8	12
ASSET SIZE (MILLIONS)	9	$59.5	$71.6	$75.0	$81.2

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$12,900	$14,799	$14,200	$16,625
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	13,190	15,018	14,450	16,625
AGE	13	32	42	42	50
YEARS OF EDUCATION	13	12	13	12	16
YEARS WITH PRESENT BANK	13	4	14	13	18
YEARS IN POSITION	13	3	6	3	9
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	2	6	5	11
ASSET SIZE (MILLIONS)	14	$63.5	$73.4	$76.0	$84.6

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$12,500	$15,063	$15,500	$17,000
BONUS	11	300	748	750	1,000
TOTAL COMPENSATION	31	12,500	15,329	15,700	17,700
AGE	30	38	47	48	56
YEARS OF EDUCATION	29	12	13	12	14
YEARS WITH PRESENT BANK	30	8	17	14	25
YEARS IN POSITION	30	2	4	4	5
REPORTING LEVEL	30	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	20	9	33	27	42
ASSET SIZE (MILLIONS)	31	$62.0	$71.6	$72.6	$84.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$11,700	$15,418	$13,625	$19,025
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	11,700	16,109	13,698	19,038
AGE	10	30	43	46	55
YEARS OF EDUCATION	9	12	14	13	16
YEARS WITH PRESENT BANK	10	7	17	12	30
YEARS IN POSITION	10	2	6	4	8
REPORTING LEVEL	10	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	10	$62.0	$70.5	$69.6	$78.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$21,813	$26,738	$26,000	$31,854
BONUS	14	547	4,272	1,275	2,250
TOTAL COMPENSATION	32	21,813	28,607	27,250	34,656
AGE	32	36	42	42	47
YEARS OF EDUCATION	31	16	17	17	19
YEARS WITH PRESENT BANK	32	2	8	6	11
YEARS IN POSITION	32	2	6	4	8
REPORTING LEVEL	32	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	29	2	3	2	4
ASSET SIZE (MILLIONS)	32	$62.0	$72.4	$70.2	$84.8

GEOGRAPHIC REGION: 6
ASSET SIZE: $ 50 TO $ 99 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$12,120	$14,901	$14,425	$15,900
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	12,598	15,125	14,425	16,431
AGE	12	32	38	34	45
YEARS OF EDUCATION	12	12	15	14	17
YEARS WITH PRESENT BANK	12	5	10	7	13
YEARS IN POSITION	12	1	3	3	4
REPORTING LEVEL	12	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	2	4	3	6
ASSET SIZE (MILLIONS)	12	$62.2	$68.4	$67.9	$74.4

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $100 TO $249 MILLION

Of the 600 banks submitting data for the West-North Central region, 30 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

- Top Advertising Officer
- Bond Department Manager
- Top Branch Administration Officer
- Branch Manager-Large
- Top Business Development Officer
- Top International Banking Officer
- Officer Trainee (Master's Degree)
- Portfolio Manager
- Training Director

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$52,425	$65,279	$58,590	$72,375
BONUS	14	6,729	18,091	13,800	25,535
TOTAL COMPENSATION	30	55,250	73,722	65,886	80,650
AGE	30	51	56	56	61
YEARS OF EDUCATION	28	16	16	16	17
YEARS WITH PRESENT BANK	30	10	21	24	30
YEARS IN POSITION	29	5	8	8	11
REPORTING LEVEL	30	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	30	88	129	125	170
ASSET SIZE (MILLIONS)	30	$106.6	$141.4	$129.2	$174.1

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	26	$37,000	$46,507	$43,150	$54,250
BONUS	7	3,333	10,779	3,960	21,145
TOTAL COMPENSATION	26	39,970	49,409	45,070	60,400
AGE	26	42	49	46	55
YEARS OF EDUCATION	25	16	16	16	17
YEARS WITH PRESENT BANK	26	11	19	17	29
YEARS IN POSITION	25	2	6	4	8
REPORTING LEVEL	24	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	25	23	84	85	153
ASSET SIZE (MILLIONS)	26	$105.7	$143.2	$130.8	$178.8

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$26,500	$30,969	$30,300	$38,900
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	26,500	31,982	30,360	38,900
AGE	11	38	44	46	52
YEARS OF EDUCATION	11	16	16	16	16
YEARS WITH PRESENT BANK	11	5	13	11	22
YEARS IN POSITION	10	2	4	3	7
REPORTING LEVEL	11	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	10	5	38	13	72
ASSET SIZE (MILLIONS)	11	$106.2	$134.7	$127.0	$146.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$24,200	$29,210	$26,500	$32,375
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	24,200	29,500	27,698	32,375
AGE	10	37	42	41	48
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	4	13	15	23
YEARS IN POSITION	10	3	5	5	6
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	1	2	1	3
ASSET SIZE (MILLIONS)	10	$103.0	$159.5	$163.1	$215.8

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$14,265	$17,495	$18,250	$19,025
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	14,625	19,039	19,815	22,700
AGE	8	36	42	42	50
YEARS OF EDUCATION	8	12	13	12	16
YEARS WITH PRESENT BANK	8	10	15	15	23
YEARS IN POSITION	8	2	5	4	6
REPORTING LEVEL	8	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	8	10	13	11	17
ASSET SIZE (MILLIONS)	8	$113.8	$147.6	$138.0	$188.2

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$13,500	$16,983	$16,000	$19,200
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	13,500	17,276	17,000	19,392
AGE	13	31	40	39	49
YEARS OF EDUCATION	13	12	14	14	15
YEARS WITH PRESENT BANK	13	8	13	10	16
YEARS IN POSITION	13	2	4	3	5
REPORTING LEVEL	12	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	6	8	8	10
ASSET SIZE (MILLIONS)	13	$109.2	$144.9	$133.3	$180.9

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$15,425	$20,590	$20,975	$25,375
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	15,425	21,339	23,600	26,125
AGE	10	43	53	56	61
YEARS OF EDUCATION	9	13	14	14	16
YEARS WITH PRESENT BANK	10	4	13	6	19
YEARS IN POSITION	9	2	6	5	10
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	10	$103.0	$154.1	$165.9	$192.3

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$13,800	$16,265	$16,000	$18,100
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	13,800	16,848	16,000	19,080
AGE	11	28	35	29	43
YEARS OF EDUCATION	11	16	16	16	16
YEARS WITH PRESENT BANK	11	3	8	7	8
YEARS IN POSITION	11	1	3	3	5
REPORTING LEVEL	11	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	2	4	3	5
ASSET SIZE (MILLIONS)	11	$133.3	$164.2	$153.0	$200.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$26,875	$32,289	$32,500	$37,500
BONUS	6	1,922	3,863	3,319	5,390
TOTAL COMPENSATION	25	28,125	33,216	33,000	38,785
AGE	25	39	48	49	53
YEARS OF EDUCATION	24	16	16	16	16
YEARS WITH PRESENT BANK	24	6	16	13	29
YEARS IN POSITION	25	3	6	4	7
REPORTING LEVEL	24	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	25	6	10	8	12
ASSET SIZE (MILLIONS)	25	$106.8	$138.8	$128.4	$165.9

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	26	$20,000	$23,409	$22,318	$27,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	26	20,000	23,624	22,318	27,500
AGE	26	31	41	38	48
YEARS OF EDUCATION	25	16	15	16	16
YEARS WITH PRESENT BANK	26	5	12	9	15
YEARS IN POSITION	25	2	4	3	6
REPORTING LEVEL	25	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	10	1	4	2	6
ASSET SIZE (MILLIONS)	26	$108.4	$146.2	$139.5	$178.8

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$15,000	$17,404	$17,000	$19,300
BONUS	5	1,165	1,538	1,461	1,950
TOTAL COMPENSATION	20	15,000	17,789	17,250	19,300
AGE	20	28	34	31	39
YEARS OF EDUCATION	20	13	15	16	16
YEARS WITH PRESENT BANK	20	4	8	8	10
YEARS IN POSITION	20	2	3	2	3
REPORTING LEVEL	19	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	1	3	2	4
ASSET SIZE (MILLIONS)	20	$107.3	$144.8	$130.8	$182.9

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$20,500	$23,127	$22,500	$25,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	20,500	23,264	22,500	25,600
AGE	11	34	42	43	50
YEARS OF EDUCATION	10	16	15	16	16
YEARS WITH PRESENT BANK	11	5	10	7	12
YEARS IN POSITION	11	2	6	6	7
REPORTING LEVEL	10	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	6	1	3	3	4
ASSET SIZE (MILLIONS)	11	$127.0	$167.1	$176.8	$200.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$21,000	$24,283	$24,500	$28,100
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	21,000	25,062	25,000	29,100
AGE	13	34	37	37	40
YEARS OF EDUCATION	13	14	14	14	15
YEARS WITH PRESENT BANK	13	5	10	10	15
YEARS IN POSITION	12	2	5	5	7
REPORTING LEVEL	13	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	12	10	28	18	46
ASSET SIZE (MILLIONS)	13	$127.7	$149.7	$146.0	$180.9

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$22,900	$30,348	$31,000	$36,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	21	22,900	31,555	31,000	37,460
AGE	21	34	43	39	50
YEARS OF EDUCATION	20	16	16	16	18
YEARS WITH PRESENT BANK	21	6	15	13	22
YEARS IN POSITION	21	3	5	5	7
REPORTING LEVEL	21	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	4	27	9	43
ASSET SIZE (MILLIONS)	21	$109.5	$152.5	$146.0	$189.3

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$11,600	$13,601	$13,500	$15,460
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	17	11,600	13,638	13,500	15,460
AGE	17	29	35	32	41
YEARS OF EDUCATION	17	12	13	13	14
YEARS WITH PRESENT BANK	17	2	6	4	12
YEARS IN POSITION	16	1	3	2	3
REPORTING LEVEL	17	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	2	3	2	3
ASSET SIZE (MILLIONS)	17	$105.1	$139.3	$110.0	$185.2

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	26	$21,816	$25,202	$24,700	$28,525
BONUS	8	1,458	3,331	2,751	5,245
TOTAL COMPENSATION	26	22,350	26,227	25,800	30,000
AGE	26	41	46	46	54
YEARS OF EDUCATION	25	12	14	14	16
YEARS WITH PRESENT BANK	26	8	15	13	23
YEARS IN POSITION	25	4	7	7	10
REPORTING LEVEL	25	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	26	5	10	8	12
ASSET SIZE (MILLIONS)	26	$105.7	$142.1	$129.2	$178.8

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$14,000	$16,303	$15,750	$18,500
BONUS	5	733	1,346	1,250	2,007
TOTAL COMPENSATION	23	14,500	16,596	15,750	19,290
AGE	23	30	38	36	42
YEARS OF EDUCATION	22	12	14	14	16
YEARS WITH PRESENT BANK	23	4	12	10	16
YEARS IN POSITION	23	3	6	4	7
REPORTING LEVEL	22	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	14	2	7	5	9
ASSET SIZE (MILLIONS)	23	$106.7	$145.1	$130.0	$185.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$15,600	$19,849	$20,000	$23,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	15,600	20,188	20,000	24,910
AGE	15	29	33	33	38
YEARS OF EDUCATION	15	16	16	16	16
YEARS WITH PRESENT BANK	15	2	5	5	7
YEARS IN POSITION	14	1	3	2	4
REPORTING LEVEL	13	4	3	2	2
TOTAL EMPLOYEES SUPERVISED	13	1	3	2	4
ASSET SIZE (MILLIONS)	15	$106.2	$134.9	$127.0	$153.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$16,375	$23,220	$19,350	$32,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	16,375	23,664	19,350	33,110
AGE	5	45	53	55	60
YEARS OF EDUCATION	5	13	15	14	17
YEARS WITH PRESENT BANK	5	7	20	11	39
YEARS IN POSITION	5	5	6	6	7
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED	5	2	5	4	9
ASSET SIZE (MILLIONS)	5	$103.3	$164.5	$173.2	$221.3

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$18,000	$23,455	$22,500	$27,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	19	18,500	23,763	22,500	28,374
AGE	19	39	45	45	53
YEARS OF EDUCATION	19	13	15	16	16
YEARS WITH PRESENT BANK	19	5	11	8	16
YEARS IN POSITION	19	3	5	5	7
REPORTING LEVEL	18	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	14	2	3	2	4
ASSET SIZE (MILLIONS)	19	$109.0	$145.8	$133.3	$[illegible]

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$22,050	$25,770	$24,100	$29,239
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	22,400	26,363	24,706	29,775
AGE	16	48	51	52	59
YEARS OF EDUCATION	16	12	14	14	16
YEARS WITH PRESENT BANK	16	16	23	24	33
YEARS IN POSITION	16	4	9	7	15
REPORTING LEVEL	15	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	14	3	4	3	6
ASSET SIZE (MILLIONS)	16	$113.8	$153.2	$149.5	$189.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$15,000	$18,674	$17,400	$22,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	15,000	19,011	17,400	22,850
AGE	16	33	45	47	53
YEARS OF EDUCATION	16	13	14	14	16
YEARS WITH PRESENT BANK	16	3	12	10	19
YEARS IN POSITION	15	2	5	3	7
REPORTING LEVEL	15	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	1	2	1	2
ASSET SIZE (MILLIONS)	16	$106.8	$142.8	$116.7	$194.2

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$13,450	$14,820	$15,000	$16,100
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	13,450	14,820	15,000	16,100
AGE	5	28	33	30	39
YEARS OF EDUCATION	5	13	14	15	16
YEARS WITH PRESENT BANK	5	7	7	7	8
YEARS IN POSITION	5	1	2	3	3
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$154.2	$187.9	$193.7	$218.7

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$11,100	$13,047	$12,653	$14,775
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	24	11,100	13,193	12,653	14,960
AGE	24	33	43	45	52
YEARS OF EDUCATION	23	12	12	12	12
YEARS WITH PRESENT BANK	24	10	17	15	29
YEARS IN POSITION	24	2	3	3	4
REPORTING LEVEL	23	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	19	4	9	6	12
ASSET SIZE (MILLIONS)	24	$107.5	$145.5	$139.5	$175.9

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$10,350	$10,943	$10,750	$11,420
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	9	10,350	10,943	10,750	11,420
AGE	9	25	26	26	28
YEARS OF EDUCATION	9	16	16	16	16
YEARS WITH PRESENT BANK	9	2	3	2	5
YEARS IN POSITION	9	1	2	2	2
REPORTING LEVEL	8	7	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	9	$125.2	$152.4	$146.0	$189.3

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$22,300	$26,351	$25,400	$28,950
BONUS	6	1,482	2,828	3,181	3,765
TOTAL COMPENSATION	27	22,300	26,980	26,000	28,950
AGE	27	38	44	43	48
YEARS OF EDUCATION	27	12	14	14	16
YEARS WITH PRESENT BANK	27	6	15	15	23
YEARS IN POSITION	27	3	6	6	7
REPORTING LEVEL	26	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	26	45	69	57	95
ASSET SIZE (MILLIONS)	27	$107.0	$143.6	$130.0	$176.8

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$17,750	$21,180	$22,000	$24,200
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	17,750	21,180	22,000	24,200
AGE	5	30	40	41	51
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	5	10	7	18
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL	5	5	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	17	23	22	30
ASSET SIZE (MILLIONS)	5	$107.8	$130.3	$110.0	$163.1

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$13,025	$16,254	$17,063	$18,825
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	6	13,025	16,254	17,063	18,825
AGE	6	33	41	38	48
YEARS OF EDUCATION	6	12	14	14	16
YEARS WITH PRESENT BANK	6	8	13	13	18
YEARS IN POSITION	5	2	6	6	10
REPORTING LEVEL	6	5	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$104.7	$118.6	$109.7	$138.2

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	26	$14,475	$17,307	$16,800	$18,600
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	26	14,475	17,495	16,800	19,125
AGE	26	33	41	41	49
YEARS OF EDUCATION	25	12	15	16	16
YEARS WITH PRESENT BANK	26	5	11	9	17
YEARS IN POSITION	25	3	5	5	7
REPORTING LEVEL	25	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	21	1	7	2	3
ASSET SIZE (MILLIONS)	26	$106.6	$145.3	$139.5	$178.8

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$14,340	$17,803	$17,250	$22,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	14,340	18,579	18,611	22,484
AGE	6	32	37	37	43
YEARS OF EDUCATION	6	12	14	13	16
YEARS WITH PRESENT BANK	6	8	13	12	20
YEARS IN POSITION	6	1	2	2	3
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$122.6	$152.4	$140.7	$187.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$27,300	$31,409	$30,000	$32,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	22	27,475	31,778	30,000	33,368
AGE	22	35	42	41	47
YEARS OF EDUCATION	22	16	18	19	19
YEARS WITH PRESENT BANK	22	4	8	8	12
YEARS IN POSITION	20	2	5	5	7
REPORTING LEVEL	21	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	22	5	9	8	11
ASSET SIZE (MILLIONS)	22	$106.6	$148.8	$139.5	$187.1

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$13,000	$17,252	$19,000	$20,900
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	17	13,000	17,396	19,000	21,100
AGE	17	33	41	41	49
YEARS OF EDUCATION	17	12	14	14	16
YEARS WITH PRESENT BANK	17	5	11	8	18
YEARS IN POSITION	16	2	4	3	7
REPORTING LEVEL	15	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	17	3	5	4	6
ASSET SIZE (MILLIONS)	17	$106.5	$149.7	$145.7	$189.3

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $250 TO $499 MILLION

Of the 600 banks submitting data for the West-North Central region, five banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Chief Executive Officer
Top Administrative Officer
Top Advertising Officer
Top Bank Investment Officer
Bond Department Manager
Top Branch Administration Officer
Branch Manager-Large
Branch Manager-Medium
Branch Manager-Small
Top Business Development Officer
Business Development Officer
Commercial Credit Department Manager
Commercial Loan Department Manager
Junior Commerical Loan Officer
Top Correspondent Bank Officer
Top Financial Officer
Instalment Loan Collection Manager
Instalment Loan Department Manager
Instalment Loan Officer
Top Internal Auditing Officer
Top International Banking Officer
Loan Review Officer
Marketing Director
Mortgage Loan Department Manager
Mortgage Loan Officer
Junior Mortgage Loan Officer
New Accounts Officer/ Representative
Officer Trainee (Master's Degree)
Officer Trainee (Bachelor's Degree Only)
Top Operations Officer
Personal Banking Manager
Personal Banking Officer
Portfolio Manager
Top Security Officer
Training Director

GEOGRAPHIC REGION: 6
ASSET SIZE: $250 TO $499 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$45,250	$55,100	$60,000	$62,500
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	45,250	55,100	60,000	62,500
AGE	5	40	45	41	53
YEARS OF EDUCATION	5	15	16	16	19
YEARS WITH PRESENT BANK	5	3	10	10	17
YEARS IN POSITION	5	2	6	4	12
REPORTING LEVEL	5	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	5	21	146	93	297
ASSET SIZE (MILLIONS)	5	$287.4	$346.2	$329.1	$413.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$23,050	$26,760	$25,000	$31,350
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	23,050	26,760	25,000	31,350
AGE	5	31	39	35	49
YEARS OF EDUCATION	5	16	16	16	17
YEARS WITH PRESENT BANK	5	7	10	10	13
YEARS IN POSITION	5	4	6	7	7
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	5	$287.4	$346.2	$329.1	$413.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $250 TO $499 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$28,600	$40,940	$42,000	$52,750
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	28,600	40,940	42,000	52,750
AGE	5	34	43	47	51
YEARS OF EDUCATION	5	13	15	15	17
YEARS WITH PRESENT BANK	5	2	4	3	6
YEARS IN POSITION	5	2	3	2	6
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	25	91	73	166
ASSET SIZE (MILLIONS)	5	$287.4	$346.2	$329.1	$413.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $250 TO $499 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$22,200	$26,610	$26,650	$31,000
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	22,200	26,610	26,650	31,000
AGE	5	34	38	36	43
YEARS OF EDUCATION	5	16	16	16	17
YEARS WITH PRESENT BANK	5	2	7	4	14
YEARS IN POSITION	5	2	6	4	12
REPORTING LEVEL	5	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	5	4	6	6	9
ASSET SIZE (MILLIONS)	5	$287.4	$346.2	$329.1	$413.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $250 TO $499 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$34,775	$42,530	$42,100	$50,500
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	34,775	42,530	42,100	50,500
AGE	5	43	51	51	60
YEARS OF EDUCATION	5	16	18	19	19
YEARS WITH PRESENT BANK	5	15	20	17	26
YEARS IN POSITION	5	2	7	3	14
REPORTING LEVEL	5	3	2	2	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$287.4	$346.2	$329.1	$413.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $250 TO $499 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$15,750	$24,560	$24,000	$33,650
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	15,750	24,560	24,000	33,650
AGE	5	34	42	38	52
YEARS OF EDUCATION	5	15	16	16	17
YEARS WITH PRESENT BANK	5	7	16	10	29
YEARS IN POSITION	5	3	10	6	21
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$287.4	$346.2	$329.1	$413.5

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $500 TO $999 MILLION

Of the 600 banks submitting data for the West-North Central region, three banks were in the $500 to $999 Million asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 41 positions in this asset size category.

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $1 BILLION AND OVER

Of the 600 banks submitting data for the West-North Central region, five banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Administrative Officer
Top Advertising Officer
Top Bank Investment Officer
Bond Department Manager
Top Branch Administration Officer
Branch Manager-Large
Branch Manager-Medium
Branch Manager-Small
Top Business Development Officer
Business Development Officer
Commercial Credit Department Manager
Commercial Loan Department Manager
Commercial Loan Officer
Junior Commercial Loan Officer
Top Correspondent Bank Officer
Top EDP Officer
Top Financial Officer
Instalment Loan Collection Manager
Instalment Loan Department Manager
Instalment Loan Officer
Top International Banking Officer
Loan Review Officer
Mortgage Loan Department Manager
Mortgage Loan Officer
Junior Mortgage Loan Officer
New Accounts Officer/ Representative
Officer Trainee (Master's Degree)
Officer Trainee (Bachelor's Degree Only)
Top Operations Officer
Personal Banking Manager
Personal Banking Officer
Portfolio Manager
Top Security Officer
Training Director
Top Trust Department Officer
Trust Operations Manager

GEOGRAPHIC REGION: 6
ASSET SIZE: $1 BILLION AND OVER

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$70,102	$145,041	$175,000	$205,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	71,233	158,093	205,000	221,500
AGE	5	48	54	55	60
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	8	18	21	28
YEARS IN POSITION	5	3	5	4	7
REPORTING LEVEL	5	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	5	246	949	870	1,692
ASSET SIZE (MILLIONS)	5	$1,636.3	$16,744.1	$2,653.7	$38,897.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $1 BILLION AND OVER

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$61,450	$91,580	$100,000	$117,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	63,450	99,805	114,625	128,750
AGE	5	48	56	60	62
YEARS OF EDUCATION	5	12	15	15	17
YEARS WITH PRESENT BANK	5	3	23	24	42
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL	5	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	5	4	379	90	900
ASSET SIZE (MILLIONS)	5	$1,636.3	$16,744.1	$2,653.7	$38,897.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$20,100	$29,240	$30,000	$38,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	20,775	29,510	30,000	38,000
AGE	5	38	45	42	54
YEARS OF EDUCATION	5	14	16	16	18
YEARS WITH PRESENT BANK	5	4	10	7	18
YEARS IN POSITION	5	3	5	5	7
REPORTING LEVEL	5	4	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$1,636.3	$16,744.1	$2,653.7	$38,897.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $1 BILLION AND OVER

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$27,250	$34,800	$29,500	$45,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	28,500	35,300	29,500	45,000
AGE	5	36	40	37	47
YEARS OF EDUCATION	5	16	16	16	17
YEARS WITH PRESENT BANK	5	3	8	10	13
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	3	9	10	15
ASSET SIZE (MILLIONS)	5	$1,636.3	$16,744.1	$2,653.7	$38,897.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $1 BILLION AND OVER

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$20,113	$35,085	$37,000	$49,100
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	20,713	37,005	37,000	53,300
AGE	5	37	43	45	48
YEARS OF EDUCATION	5	14	15	16	17
YEARS WITH PRESENT BANK	5	9	15	16	22
YEARS IN POSITION	5	3	6	7	9
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	6	24	11	49
ASSET SIZE (MILLIONS)	5	$1,636.3	$16,744.1	$2,653.7	$38,897.0

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1979 Bank Officer Cash Compensation Survey

A report prepared for
Bank Administration Institute's
Human Resources Commission

By
Charles M. McCurry
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Bank Administration Institute
Park Ridge, Illinois

Bank Administration Institute

Bank Administration Institute is a not-for-profit corporation whose broad goals are to help bank administrators achieve high levels of professional effectiveness and to help solve significant banking problems. These goals are pursued through programs of research and development, education, and technical assistance.

Founded in 1924, the Institute is today the largest technical banking association in the world. It is governed by a Board of Directors. Responsibility for management of the Institute's activities within a framework of policy established by the Board rests with the President, who is assisted by a staff located in Park Ridge, Illinois.

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Introductory Note

Data for your individual region begins on the page indicated by a shaded edge.

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- All Regions Combined
- Your Geographic Region

Conducting the Survey

This is the eighth national bank officer salary survey conducted by the Human Resources Commission of Bank Administration Institute. Survey forms were mailed to BAI members in April, 1979. A total of 3,203 banks provided usable returns. These banks ranged in asset size from under $10 million to over $1 billion.

Several changes were made in this year's survey. In addition to reporting current salary data, for the first time in the 15-year history of the study, banks were asked to provide information on annual bonuses. This was done to ensure that officers' total direct compensation is fully summarized.

Other changes in this year's survey include:

- Revising the list of survey positions, as follows:

  Eighteen positions were surveyed for banks under $50 million in assets. Forty-one positions were surveyed for banks $50 million and over in assets.

- Expanding the survey results to include 25th percentile, mean, median, and 75th percentile data.

- Requesting data on the following pay-related information:

  Reporting level

  Number of employees supervised

  Age

  Years with bank

  Years in present position

  Education.

Geographic Region and Asset Size

The data were gathered and sorted by geographic region and asset size. States that comprise the nine geographic regions are listed below. Also listed are the number of participating banks and the number of officers surveyed in each region. The following sections of this report include the results for all

regions combined (national) and for your region. Reports for banks in other geographic regions are available on request from BAI (see enclosed order form).

Participating Banks	Number of Officers Surveyed	Regions	States	
112	1,360	I. New England	Connecticut Maine Massachusetts	New Hampshire Rhode Island Vermont
211	3,051	II. Mid-Atlantic	New Jersey New York	Pennsylvania
431	4,560	III. South-Atlantic	Delaware Florida Georgia Maryland North Carolina	South Carolina Virginia Washington, D.C. West Virginia
818	8,085	IV. East-North Central	Illinois Indiana Michigan	Ohio Wisconsin
190	1,819	V. East-South Central	Alabama Kentucky	Mississippi Tennessee
600	4,234	VI. West-North Central	Iowa Kansas Minnesota Missouri	Nebraska North Dakota South Dakota
434	4,115	VII. West-South Central	Arkansas Louisiana	Oklahoma Texas
221	2,140	VIII. Mountain	Arizona Colorado Idaho Montana	New Mexico Nevada Utah Wyoming
124	1,425	IX. Pacific	Alaska California Hawaii	Oregon Washington
3,141*	30,789*			

*Of the 3,203 banks providing usable returns, 62 banks did not report their geographic region; therefore, data for their 350 officer positions were included only in the results for all regions combined (national).

Banks in each geographic region were divided into 10 asset size categories. The 10 categories and the number of banks in each category are listed below by geographic region. No tables are presented when less than five banks participated in any resource category.

Total Assets	Total*	Geographic Region I	II	III	IV	V	VI	VII	VIII	IX
1. $1 Billion and over	78	3	19	16	15	2	5	6	4	8
2. $500 to $999 million	54	2	13	10	9	4	3	7	4	2
3. $250 to $499 million	106	7	24	17	26	3	5	15	3	6
4. $100 to $249 million	353	17	48	52	103	21	30	47	19	16
5. $50 to $99 million	426	20	36	57	128	25	66	51	27	16
6. $40 to $49 million	347	19	20	46	107	17	45	54	24	15
7. $30 to $39 million	373	11	15	45	93	25	80	64	23	17
8. $20 to $29 million	457	11	18	68	110	42	91	74	30	13
9. $10 to $19 million	624	18	14	90	163	36	154	72	60	17
10. Less than $10 million	323	4	4	30	64	15	121	44	27	14

*The 62 banks that did not report geographic region are not included in these results.

Officer Positions Surveyed

The 18 positions surveyed in banks under $50 million in asset size and the 41 positions surveyed in banks $50 million and over in asset size are listed below. Positions new to this year's survey are marked with an asterisk (*).

Banks Under $50 Million in Asset Size

Chief Executive Officer
Second Ranking Officer
Branch Manager—Large
Branch Manager—Small
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
*Instalment Loan Collector
Top Instalment Loan Officer
Junior Instalment Loan Officer
Top Internal Auditing Officer
*General Loan Officer
*Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Operations Officer
Top Personnel Officer
Top Trust Department Officer

Banks $50 Million and Over in Asset Size

*Chief Executive Officer
*Second Ranking Officer
*Top Administrative Officer
Top Advertising Officer
Top Bank Investment Officer
*Bond Department Manager
Top Branch Administration Officer
Branch Manager—Large
Branch Manager—Medium
Branch Manager—Small
Top Business Development Officer
*Business Development Officer
Commercial Credit Department Manager
*Commercial Loan Department Manager
Commercial Loan Officer
Junior Commercial Loan Officer
Top Correspondent Bank Officer
Top EDP Officer
Top Financial Officer

*New position

Instalment Loan Collection Manager
*Instalment Loan Department Manager
Instalment Loan Officer
Top Internal Auditing Officer
Top International Banking Officer
*Loan Review Officer
Marketing Director
*Mortgage Loan Department Manager
Mortgage Loan Officer
*Junior Mortgage Loan Officer

*New position

*New Accounts Officer/ Representative
Officer Trainee (Master's Degree)
Officer Trainee (Bachelor's Degree Only)
Top Operations Officer
*Personal Banking Manager
*Personal Banking Officer
Top Personnel Officer
*Portfolio Manager
Top Security Officer
Training Director
Top Trust Department Officer
Trust Operations Manager

Survey Analysis

The following sections of this report contain tables, like the one shown below, which summarize the survey data. There is one table for each position in each bank asset size category in your geographic region, as well as one table for each position in each bank asset size category for all geographic regions combined.

The top portion of each table shows 25th percentile, mean, median, and 75th percentile base salary, bonus, and total compensation information.

Commercial Loan Officer
Hypothetical Survey Results

	Cases	25th	Mean	Median	75th
Base Salary[1]	34	$13,200	$18,390	$18,761	$25,683
Bonus[2]	13	790	921	972	1,000
Total Compensation[3]	34	13,500	18,949	19,500	26,000
Age	34	25	34	31	59
Years of Education	34	12	16	16	18
Years with Present Bank	34	2	9	6	33
Years in Position	34	1	6	4	28
Reporting Level	34	7	5	4	3
Total Employees Supervised	34	0	1	0	3
Asset Size (Millions)	34	$43.7	$45.8	$46.2	$48.5

[1] *Base Salary* information summarizes the range of base salaries reported by bonus-paying and nonbonus-paying banks combined.

[2] *Bonus* information summarizes the range of bonus awards in bonus-paying banks only.

[3] *Total compensation* information combines base salaries in nonbonus-paying banks with total compensation levels (i.e., base salaries plus bonus awards) in bonus-paying banks.

Because some banks did not report paying bonuses, the reported base salary information plus the reported bonus information may not equal the reported total compensation information.

The bottom portion of each table summarizes pay-related information (i.e., age, education, and so on) collected in the survey. This information is provided to assist you in evaluating your bank's actual pay levels. For example, actual pay levels for one of your bank's officers may be above the survey median compensation levels *because* your officer is older, has greater educa-

tion, years of service and time in position, is at a higher reporting level, and supervises more employees than the median of officers surveyed in his or her position.

The remainder of this section discusses two hypothetical examples, which more fully illustrate the use of this year's survey data.

Hypothetical Example 1

Compare the following data for a *hypothetical* commercial loan officer in your bank with the *hypothetical* survey results for commercial loan officers shown in the sample table on page 5.

Position:	Commercial Loan Officer
Base Salary	$24,500
Bonus	—
Total Compensation	$24,500
Age	45
Education	16
Years with Bank	12
Years in Position	10
Reporting Level	3
Total Employees Supervised	5
Bank Asset Size (Millions)	$47.0

Since your bank's hypothetical commercial loan officer did not receive a bonus, you should compare his or her total compensation of $24,500 with the range of total compensation shown in the sample table. Your bank's commercial loan officer appears to be paid well above the survey median of $19,500, and below the survey 75th percentile of $26,000. However, before concluding that your bank's commercial loan officer is overpaid, consider the following pay-related information:

1. *Age.* At 45 years, your officer is midway between the survey median of 31 and the survey 75th percentile of 59.
2. *Education.* At 16 years, your officer is at the survey median of 16.
3. *Years with bank.* At 12 years, your officer is above the survey median of 6, but well below the survey 75th percentile of 33.
4. *Years in position.* At 10 years, your officer is above the survey median of 4 years, but well below the survey 75th percentile of 28.
5. *Reporting level.* At 3, your officer is at the survey 75th percentile of 3.
6. *Total employees supervised.* At 5, your officer is above the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer probably is not overpaid. This officer is (1) above the survey 75th percentile in total number of employees supervised, (2) at the survey 75th percentile in reporting level; (3) between the survey median and survey 75th percentile in age, years with the bank, years in position, and bank asset size; and (4) at the survey median in education. Thus, this officer's total compensation of $24,500 appears to be justifiable.

Hypothetical Example 2

Let's consider a second *hypothetical* example. Suppose your bank's commercial loan officer has the following characteristics:

Position:	Commercial Loan Officer	
Base Salary	$16,000	
Bonus	1,600	
Total Compensation	$17,600	
Age	31	
Education	18	(MBA)
Years with Bank	4	
Years in Position	4	
Reporting Level	4	
Total Employees Supervised	3	
Bank Asset Size (Millions)	$47.0	

This commercial loan officer's base salary of $16,000 falls between the survey 25th percentile of $13,200 and the survey mean of $18,390. His or her total compensation of $17,600 falls between the survey 25th percentile base salary plus survey 25th percentile bonus of $13,990 and the survey mean base salary plus mean bonus of $19,311. Thus, this officer appears to be underpaid in both base salary and total compensation. This conclusion is reinforced by the following pay-related information:

1. *Age.* At 31, your officer is at the survey 75th percentile of 18.
2. *Education.* At 18 (MBA), your officer is at the survey 75th percentile of 18.
3. *Years with bank.* At 4, your officer is between the survey 25th percentile of 2 and the survey median of 6.
4. *Years in position.* At 4, your officer is at the survey median of 4.
5. *Reporting level.* At 4, your officer is at the survey median of 4.
6. *Total employees supervised.* At 3, your officer is at the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably underpaid. This officer is (1) at the survey 75th percentile in education and total employees supervised; (2) between

the survey median and survey 75th percentile in bank asset size; (3) at the survey median in age, years in position, and reporting level; and (4) between the survey 25th percentile and survey mean only in years with the bank. Thus, it would be justifiable to pay this officer at the survey median total compensation level of $19,500. In fact, you might decide that he or she is better qualified and has more responsibility than the median survey commercial loan officer, and should be paid above the survey median total compensation level.

Cash Compensation Data

All Regions Combined

- Banks Under $50 Millions in Asset Size
- Banks $50 Million and Over in Asset Size

BEST AVAILABLE COPY

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: LESS THAN $10 MILLION

Of the 3,203 banks submitting data for the national survey results, 332 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Mortgage Loan Officer
Top Trust Department Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	328	$20,640	$25,608	$25,000	$30,306
BONUS	212	1,500	5,480	3,200	7,864
TOTAL COMPENSATION	328	22,850	29,149	28,100	34,000
AGE	319	40	48	47	56
YEARS OF EDUCATION	326	14	15	16	16
YEARS WITH PRESENT BANK	322	3	13	7	19
YEARS IN POSITION	322	3	8	5	11
REPORTING LEVEL	327	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	322	5	9	8	12
ASSET SIZE (MILLIONS)	328	$5.4	$6.6	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	271	$14,400	$17,682	$17,500	$20,500
BONUS	182	1,000	3,324	1,889	4,400
TOTAL COMPENSATION	271	16,000	19,915	19,200	23,000
AGE	264	32	41	40	49
YEARS OF EDUCATION	270	12	14	14	16
YEARS WITH PRESENT BANK	267	3	10	7	14
YEARS IN POSITION	262	2	5	3	7
REPORTING LEVEL	220	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	228	3	7	6	10
ASSET SIZE (MILLIONS)	271	$5.7	$6.8	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$9,021	$11,822	$10,500	$15,750
BONUS	8	478	593	550	869
TOTAL COMPENSATION	17	9,071	12,101	10,810	16,000
AGE	16	27	39	34	51
YEARS OF EDUCATION	15	12	13	12	14
YEARS WITH PRESENT BANK	16	3	6	4	8
YEARS IN POSITION	16	1	4	2	6
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	2	3	3	5
ASSET SIZE (MILLIONS)	17	$6.2	$7.0	$7.2	$8.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$6,740	$9,848	$11,760	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	7,115	10,090	11,760	12,231
AGE	5	43	54	47	70
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	2	4	3	6
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$5.0	$7.0	$7.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,400	$23,092	$22,800	$27,000
BONUS	6	1,438	3,021	2,237	5,325
TOTAL COMPENSATION	11	18,500	24,739	22,800	29,500
AGE	11	33	43	41	52
YEARS OF EDUCATION	11	14	15	15	16
YEARS WITH PRESENT BANK	11	2	6	3	11
YEARS IN POSITION	11	2	5	3	5
REPORTING LEVEL	10	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	8	3	8	9	12
ASSET SIZE (MILLIONS)	11	$6.8	$7.5	$7.2	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,950	$13,718	$11,000	$18,844
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	10,450	14,298	11,000	19,794
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$6.3	$7.1	$6.8	$8.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$9,625	$11,700	$12,000	$13,425
BONUS	11	350	1,356	1,500	1,720
TOTAL COMPENSATION	16	9,963	12,633	13,250	14,599
AGE	16	28	42	47	56
YEARS OF EDUCATION	16	12	13	12	14
YEARS WITH PRESENT BANK	16	3	13	7	28
YEARS IN POSITION	16	2	7	4	8
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	3	6	6	10
ASSET SIZE (MILLIONS)	16	$5.3	$7.1	$7.6	$8.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$7,800	$10,251	$9,564	$12,450
BONUS	6	536	900	849	1,180
TOTAL COMPENSATION	9	8,329	10,851	10,561	13,310
AGE	8	27	34	31	42
YEARS OF EDUCATION	9	12	14	14	15
YEARS WITH PRESENT BANK	9	2	3	2	4
YEARS IN POSITION	7	2	2	2	2
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	9	$6.2	$6.9	$7.0	$7.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$12,450	$16,419	$15,000	$18,500
BONUS	5	513	1,798	963	3,500
TOTAL COMPENSATION	22	12,450	16,827	15,000	19,200
AGE	21	29	35	35	41
YEARS OF EDUCATION	22	12	14	13	16
YEARS WITH PRESENT BANK	22	2	4	3	4
YEARS IN POSITION	21	2	2	2	3
REPORTING LEVEL	19	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	17	1	3	1	4
ASSET SIZE (MILLIONS)	22	$6.3	$7.6	$8.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$9,723	$11,992	$11,850	$14,300
BONUS	11	482	1,290	525	1,720
TOTAL COMPENSATION	24	10,600	12,583	12,357	15,018
AGE	22	29	33	34	36
YEARS OF EDUCATION	23	12	14	13	16
YEARS WITH PRESENT BANK	23	1	5	4	6
YEARS IN POSITION	23	1	2	2	2
REPORTING LEVEL	24	4	3	[illegible]	2
TOTAL EMPLOYEES SUPERVISED	12	1	4	2	7
ASSET SIZE (MILLIONS)	24	$6.9	$7.6	$8.0	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$8,000	$10,090	$10,000	$12,000
BONUS	14	360	1,388	929	2,250
TOTAL COMPENSATION	19	9,120	11,113	10,400	12,600
AGE	17	32	41	39	47
YEARS OF EDUCATION	19	12	13	12	13
YEARS WITH PRESENT BANK	19	4	12	8	17
YEARS IN POSITION	17	2	4	3	5
REPORTING LEVEL	16	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	3	4	3	5
ASSET SIZE (MILLIONS)	19	$5.5	$7.0	$7.3	$8.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$12,000	$14,809	$14,100	$16,650
BONUS	39	750	1,872	1,440	2,400
TOTAL COMPENSATION	73	12,900	15,809	15,000	18,130
AGE	70	30	36	34	41
YEARS OF EDUCATION	72	12	14	15	16
YEARS WITH PRESENT BANK	73	2	5	3	7
YEARS IN POSITION	73	2	3	3	4
REPORTING LEVEL	66	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	51	2	5	4	6
ASSET SIZE (MILLIONS)	73	$6.5	$7.4	$7.8	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$8,800	$10,531	$10,200	$12,000
BONUS	5	500	802	700	1,155
TOTAL COMPENSATION	11	9,200	10,895	10,200	13,000
AGE	11	24	27	26	28
YEARS OF EDUCATION	11	16	16	16	16
YEARS WITH PRESENT BANK	11	2	3	2	4
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	11	$6.0	$7.6	$7.8	$9.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	179	$10,500	$13,240	$12,600	$15,396
BONUS	102	600	1,673	1,000	2,000
TOTAL COMPENSATION	179	11,400	14,194	13,600	16,400
AGE	174	32	41	40	49
YEARS OF EDUCATION	179	12	13	12	14
YEARS WITH PRESENT BANK	178	3	10	8	14
YEARS IN POSITION	172	2	5	3	6
REPORTING LEVEL	163	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	163	4	7	6	9
ASSET SIZE (MILLIONS)	179	$6.0	$7.0	$7.3	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$7,365	$8,930	$9,600	$11,889
BONUS	6	569	1,279	1,530	1,770
TOTAL COMPENSATION	8	7,528	9,889	11,058	13,365
AGE	8	35	42	45	48
YEARS OF EDUCATION	8	12	13	12	12
YEARS WITH PRESENT BANK	8	5	10	8	16
YEARS IN POSITION	8	2	3	3	3
REPORTING LEVEL	6	4	3	4	2
TOTAL EMPLOYEES SUPERVISED	6	6	8	8	11
ASSET SIZE (MILLIONS)	8	$6.9	$8.4	$8.8	$9.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $10 TO $19 MILLION

Of the 3,203 banks submitting data for the national survey results, 651 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	648	$25,008	$31,035	$30,000	$35,000
BONUS	441	1,792	5,719	3,375	6,500
TOTAL COMPENSATION	648	28,115	34,926	33,000	38,683
AGE	632	41	49	49	57
YEARS OF EDUCATION	638	14	15	16	16
YEARS WITH PRESENT BANK	635	5	14	11	22
YEARS IN POSITION	624	4	8	7	12
REPORTING LEVEL	647	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	629	11	61	16	22
ASSET SIZE (MILLIONS)	648	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	564	$18,000	$21,658	$21,000	$24,330
BONUS	375	1,100	3,070	2,000	3,600
TOTAL COMPENSATION	564	19,200	23,699	22,500	26,305
AGE	539	36	44	42	50
YEARS OF EDUCATION	557	12	14	14	16
YEARS WITH PRESENT BANK	552	4	12	9	17
YEARS IN POSITION	535	3	6	5	8
REPORTING LEVEL	491	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	500	5	48	10	17
ASSET SIZE (MILLIONS)	564	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$12,000	$15,294	$15,666	$18,000
BONUS	13	397	1,153	538	1,952
TOTAL COMPENSATION	19	12,200	16,083	16,538	18,500
AGE	19	32	40	37	49
YEARS OF EDUCATION	18	12	14	14	15
YEARS WITH PRESENT BANK	19	2	6	5	6
YEARS IN POSITION	19	2	4	2	5
REPORTING LEVEL	17	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	18	4	10	8	13
ASSET SIZE (MILLIONS)	19	$13.0	$14.8	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	114	$10,475	$13,489	$13,500	$16,000
BONUS	65	395	1,017	625	1,499
TOTAL COMPENSATION	114	11,048	14,069	14,000	16,525
AGE	110	31	40	37	48
YEARS OF EDUCATION	111	12	14	12	16
YEARS WITH PRESENT BANK	113	3	8	5	11
YEARS IN POSITION	109	2	4	3	5
REPORTING LEVEL	104	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	105	2	4	3	5
ASSET SIZE (MILLIONS)	114	$12.9	$15.3	$15.7	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$11,400	$17,501	$15,400	$20,000
BONUS	20	376	2,150	1,775	2,244
TOTAL COMPENSATION	35	11,400	18,730	16,927	24,000
AGE	34	33	43	41	50
YEARS OF EDUCATION	34	12	14	14	16
YEARS WITH PRESENT BANK	33	3	5	5	6
YEARS IN POSITION	33	2	4	3	6
REPORTING LEVEL	34	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	6	3	10
ASSET SIZE (MILLIONS)	35	$13.4	$14.9	$15.0	$17.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$18,000	$21,248	$20,750	$24,000
BONUS	31	1,125	2,746	2,200	3,000
TOTAL COMPENSATION	56	19,575	22,769	21,960	25,612
AGE	53	34	42	37	48
YEARS OF EDUCATION	54	14	15	16	16
YEARS WITH PRESENT BANK	54	2	6	4	10
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	52	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	2	7	4	7
ASSET SIZE (MILLIONS)	56	$14.0	$15.5	$16.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,000	$13,124	$12,000	$15,000
BONUS	28	313	1,580	919	1,700
TOTAL COMPENSATION	43	11,000	14,153	13,010	15,957
AGE	39	26	36	33	43
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	42	3	8	6	8
YEARS IN POSITION	41	2	3	2	3
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	23	1	4	2	7
ASSET SIZE (MILLIONS)	43	$13.0	$15.3	$15.9	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$10,200	$14,180	$13,500	$16,800
BONUS	38	526	1,652	1,004	1,778
TOTAL COMPENSATION	67	11,050	15,118	13,500	17,700
AGE	64	32	42	40	51
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	4	12	9	18
YEARS IN POSITION	63	2	5	3	6
REPORTING LEVEL	65	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	4	10	7	15
ASSET SIZE (MILLIONS)	67	$12.0	$15.0	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$9,000	$10,843	$10,350	$12,130
BONUS	21	368	1,308	1,000	1,225
TOTAL COMPENSATION	46	9,195	11,440	10,800	12,700
AGE	45	29	34	31	40
YEARS OF EDUCATION	45	12	14	13	15
YEARS WITH PRESENT BANK	46	2	6	3	8
YEARS IN POSITION	45	1	3	2	3
REPORTING LEVEL	40	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	1	6	3	10
ASSET SIZE (MILLIONS)	46	$13.9	$15.6	$15.8	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	187	$13,200	$15,929	$15,500	$18,100
BONUS	115	500	1,443	1,070	1,590
TOTAL COMPENSATION	187	13,910	16,816	16,000	19,600
AGE	178	30	37	34	42
YEARS OF EDUCATION	183	12	14	14	16
YEARS WITH PRESENT BANK	182	3	6	5	8
YEARS IN POSITION	177	2	4	3	5
REPORTING LEVEL	174	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	135	2	4	3	4
ASSET SIZE (MILLIONS)	187	$12.9	$15.1	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	138	$10,017	$11,858	$11,962	$13,200
BONUS	85	408	904	724	1,112
TOTAL COMPENSATION	138	10,700	12,415	12,038	14,000
AGE	130	27	34	31	38
YEARS OF EDUCATION	134	12	14	14	16
YEARS WITH PRESENT BANK	135	3	7	5	8
YEARS IN POSITION	132	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	75	1	4	2	5
ASSET SIZE (MILLIONS)	138	$12.6	$15.3	$15.5	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$10,200	$12,416	$12,000	$13,480
BONUS	48	793	1,927	1,250	2,000
TOTAL COMPENSATION	93	10,450	13,411	12,500	14,370
AGE	85	32	42	41	51
YEARS OF EDUCATION	91	12	13	12	16
YEARS WITH PRESENT BANK	92	4	12	9	17
YEARS IN POSITION	84	2	4	2	4
REPORTING LEVEL	80	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	50	3	9	6	12
ASSET SIZE (MILLIONS)	93	$11.9	$14.5	$14.9	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	254	$13,200	$16,006	$15,980	$18,738
BONUS	155	700	1,784	1,200	2,200
TOTAL COMPENSATION	254	14,000	17,095	16,910	19,617
AGE	241	31	39	36	45
YEARS OF EDUCATION	252	12	14	15	16
YEARS WITH PRESENT BANK	250	3	8	6	10
YEARS IN POSITION	244	2	4	3	5
REPORTING LEVEL	229	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	161	2	5	3	6
ASSET SIZE (MILLIONS)	254	$12.6	$15.0	$15.4	$17.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$12,360	$16,097	$15,000	$18,200
BONUS	19	800	2,824	1,200	3,000
TOTAL COMPENSATION	31	12,800	17,828	15,900	20,000
AGE	28	37	44	44	49
YEARS OF EDUCATION	30	12	13	12	14
YEARS WITH PRESENT BANK	29	3	9	6	13
YEARS IN POSITION	29	2	4	2	5
REPORTING LEVEL	27	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	7	3	12
ASSET SIZE (MILLIONS)	31	$15.2	$16.2	$17.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$9,200	$11,015	$10,800	$12,480
BONUS	22	200	668	481	932
TOTAL COMPENSATION	43	9,450	11,357	11,000	13,000
AGE	41	24	28	27	30
YEARS OF EDUCATION	43	16	16	16	16
YEARS WITH PRESENT BANK	42	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	34	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	1	5	3	7
ASSET SIZE (MILLIONS)	43	$12.5	$15.3	$15.4	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	458	$12,500	$15,989	$15,500	$18,975
BONUS	296	750	1,873	1,208	2,400
TOTAL COMPENSATION	458	13,200	17,199	16,500	19,925
AGE	443	33	41	40	49
YEARS OF EDUCATION	451	12	14	13	16
YEARS WITH PRESENT BANK	451	5	11	9	16
YEARS IN POSITION	438	2	5	4	7
REPORTING LEVEL	423	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	428	6	12	10	16
ASSET SIZE (MILLIONS)	458	$12.2	$14.7	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$10,475	$13,005	$12,100	$14,425
BONUS	37	713	1,875	1,000	1,663
TOTAL COMPENSATION	54	10,975	14,290	13,282	15,000
AGE	51	35	43	42	51
YEARS OF EDUCATION	54	12	13	12	14
YEARS WITH PRESENT BANK	53	6	13	11	19
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	47	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	4	11	10	16
ASSET SIZE (MILLIONS)	54	$13.0	$15.0	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$14,804	$28,134	$20,000	$31,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	14,854	29,496	20,000	33,180
AGE	9	41	48	49	55
YEARS OF EDUCATION	9	13	15	14	17
YEARS WITH PRESENT BANK	9	6	12	10	20
YEARS IN POSITION	9	2	7	6	11
REPORTING LEVEL	7	4	3	2	2
TOTAL EMPLOYEES SUPERVISED	7	2	14	8	24
ASSET SIZE (MILLIONS)	9	$13.8	$15.4	$15.3	$18.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $20 TO $29 MILLION

Of the 3,203 banks submitting data for the national survey results, 463 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	460	$30,000	$36,206	$35,000	$40,000
BONUS	289	2,130	5,387	4,000	7,000
TOTAL COMPENSATION	460	32,800	39,590	37,294	44,675
AGE	451	43	50	50	56
YEARS OF EDUCATION	454	14	15	16	16
YEARS WITH PRESENT BANK	453	6	15	12	22
YEARS IN POSITION	442	4	8	7	11
REPORTING LEVEL	458	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	447	20	35	28	35
ASSET SIZE (MILLIONS)	460	$22.0	$24.3	$24.1	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	395	$21,400	$25,109	$25,000	$28,500
BONUS	239	1,250	3,294	2,260	4,012
TOTAL COMPENSATION	395	23,000	27,103	26,600	30,762
AGE	389	37	45	43	52
YEARS OF EDUCATION	391	12	14	15	16
YEARS WITH PRESENT BANK	388	5	13	10	19
YEARS IN POSITION	374	3	6	5	8
REPORTING LEVEL	362	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	354	8	30	20	31
ASSET SIZE (MILLIONS)	395	$22.0	$24.3	$24.2	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$13,356	$17,265	$18,000	$20,000
BONUS	20	506	1,631	1,200	1,993
TOTAL COMPENSATION	42	13,875	18,041	18,861	21,125
AGE	39	33	40	37	46
YEARS OF EDUCATION	41	12	13	13	15
YEARS WITH PRESENT BANK	40	4	10	7	13
YEARS IN POSITION	39	2	5	4	6
REPORTING LEVEL	38	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	42	6	10	9	12
ASSET SIZE (MILLIONS)	42	$23.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	149	$11,224	$14,167	$13,800	$16,585
BONUS	88	500	1,234	988	1,539
TOTAL COMPENSATION	149	11,713	14,896	14,500	17,450
AGE	144	32	41	40	50
YEARS OF EDUCATION	146	12	13	12	15
YEARS WITH PRESENT BANK	146	3	10	7	12
YEARS IN POSITION	144	2	5	3	6
REPORTING LEVEL	141	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	144	3	4	4	5
ASSET SIZE (MILLIONS)	149	$22.6	$24.9	$25.0	$27.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,150	$17,769	$16,700	$21,063
BONUS	34	514	1,330	1,000	1,852
TOTAL COMPENSATION	70	12,775	18,415	17,050	23,025
AGE	68	33	44	43	54
YEARS OF EDUCATION	67	13	15	16	16
YEARS WITH PRESENT BANK	69	2	8	5	8
YEARS IN POSITION	66	2	4	3	5
REPORTING LEVEL	66	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	1	7	3	6
ASSET SIZE (MILLIONS)	70	$23.0	$25.3	$25.2	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$18,000	$21,972	$21,550	$25,515
BONUS	70	825	2,546	1,883	3,379
TOTAL COMPENSATION	128	19,000	23,365	22,796	27,328
AGE	127	34	42	40	49
YEARS OF EDUCATION	126	14	15	16	16
YEARS WITH PRESENT BANK	128	3	8	6	11
YEARS IN POSITION	122	2	4	3	5
REPORTING LEVEL	118	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	8	4	7
ASSET SIZE (MILLIONS)	128	$22.9	$24.9	$25.0	$27.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$11,250	$13,591	$13,840	$16,000
BONUS	31	500	1,680	1,200	1,769
TOTAL COMPENSATION	49	12,000	14,654	14,700	17,055
AGE	49	27	34	31	40
YEARS OF EDUCATION	49	12	14	16	16
YEARS WITH PRESENT BANK	49	3	8	6	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	47	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	29	1	5	2	6
ASSET SIZE (MILLIONS)	49	$22.5	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	85	$13,000	$16,123	$15,000	$19,000
BONUS	50	594	1,341	1,119	1,725
TOTAL COMPENSATION	85	14,075	16,911	16,000	19,851
AGE	83	32	41	39	50
YEARS OF EDUCATION	83	12	14	14	16
YEARS WITH PRESENT BANK	83	3	11	7	17
YEARS IN POSITION	80	2	5	3	7
REPORTING LEVEL	83	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	69	4	12	9	18
ASSET SIZE (MILLIONS)	85	$22.6	$24.8	$25.0	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	79	$10,000	$11,053	$11,075	$12,500
BONUS	40	465	847	750	1,000
TOTAL COMPENSATION	79	10,000	11,482	11,700	13,000
AGE	78	27	35	32	41
YEARS OF EDUCATION	79	12	14	13	16
YEARS WITH PRESENT BANK	79	2	5	3	6
YEARS IN POSITION	79	2	3	2	3
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	1	6	3	7
ASSET SIZE (MILLIONS)	79	$22.0	$24.8	$25.0	$27.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	255	$14,500	$17,120	$16,500	$19,500
BONUS	151	750	1,766	1,500	2,150
TOTAL COMPENSATION	255	15,050	18,165	17,810	20,790
AGE	251	32	39	37	45
YEARS OF EDUCATION	251	12	14	14	16
YEARS WITH PRESENT BANK	254	3	8	6	10
YEARS IN POSITION	248	2	5	3	6
REPORTING LEVEL	241	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	2	5	3	5
ASSET SIZE (MILLIONS)	255	$22.0	$24.5	$24.7	$26.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$10,800	$12,453	$12,250	$14,200
BONUS	93	554	1,129	1,037	1,500
TOTAL COMPENSATION	183	11,390	13,027	12,844	14,800
AGE	181	28	34	32	39
YEARS OF EDUCATION	182	12	14	14	16
YEARS WITH PRESENT BANK	182	2	6	5	8
YEARS IN POSITION	176	2	3	2	3
REPORTING LEVEL	175	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	97	1	4	2	5
ASSET SIZE (MILLIONS)	183	$23.0	$25.2	$25.3	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	115	$10,644	$13,629	$12,550	$15,000
BONUS	60	789	1,384	1,155	1,628
TOTAL COMPENSATION	115	11,100	14,351	13,000	15,805
AGE	113	31	41	41	50
YEARS OF EDUCATION	112	12	14	13	16
YEARS WITH PRESENT BANK	113	5	11	9	15
YEARS IN POSITION	111	2	4	3	5
REPORTING LEVEL	107	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	57	1	10	3	12
ASSET SIZE (MILLIONS)	115	$23.0	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	232	$15,000	$18,089	$18,000	$20,200
BONUS	134	773	2,056	1,485	2,500
TOTAL COMPENSATION	232	16,000	19,276	18,975	22,384
AGE	221	32	40	37	47
YEARS OF EDUCATION	227	12	14	14	16
YEARS WITH PRESENT BANK	225	3	9	7	12
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	221	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	164	2	6	4	7
ASSET SIZE (MILLIONS)	232	$22.9	$24.7	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$14,040	$17,982	$18,000	$20,501
BONUS	30	769	1,644	1,368	2,015
TOTAL COMPENSATION	67	15,000	18,718	18,750	21,200
AGE	65	32	41	40	49
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	3	9	8	12
YEARS IN POSITION	63	2	4	3	4
REPORTING LEVEL	64	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	8	3	4
ASSET SIZE (MILLIONS)	67	$22.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$9,195	$10,901	$10,350	$12,500
BONUS	11	215	802	500	1,340
TOTAL COMPENSATION	32	9,615	11,176	10,500	12,957
AGE	31	24	27	25	28
YEARS OF EDUCATION	32	16	16	16	16
YEARS WITH PRESENT BANK	32	2	4	2	3
YEARS IN POSITION	30	1	2	2	2
REPORTING LEVEL	31	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	4	6
ASSET SIZE (MILLIONS)	32	$22.0	$24.5	$24.5	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	353	$15,454	$18,296	$18,000	$21,000
BONUS	192	810	2,131	1,500	2,500
TOTAL COMPENSATION	353	16,225	19,455	19,200	22,978
AGE	351	33	41	40	47
YEARS OF EDUCATION	348	12	14	14	16
YEARS WITH PRESENT BANK	351	5	11	8	17
YEARS IN POSITION	339	2	5	4	6
REPORTING LEVEL	335	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	329	11	20	18	27
ASSET SIZE (MILLIONS)	353	$22.0	$24.4	$24.5	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$12,000	$15,026	$13,900	$16,500
BONUS	37	740	1,585	1,300	2,060
TOTAL COMPENSATION	72	12,500	15,841	14,607	17,125
AGE	70	33	42	42	49
YEARS OF EDUCATION	69	12	14	13	16
YEARS WITH PRESENT BANK	70	6	12	10	19
YEARS IN POSITION	68	2	4	3	4
REPORTING LEVEL	67	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	57	5	16	15	23
ASSET SIZE (MILLIONS)	72	$22.3	$24.6	$24.8	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$12,600	$18,085	$17,520	$19,795
BONUS	15	950	1,931	1,385	2,673
TOTAL COMPENSATION	23	13,550	19,344	18,808	22,200
AGE	23	37	46	45	58
YEARS OF EDUCATION	21	14	16	16	17
YEARS WITH PRESENT BANK	23	3	13	10	22
YEARS IN POSITION	23	2	6	3	9
REPORTING LEVEL	20	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	1	3	1	2
ASSET SIZE (MILLIONS)	23	$23.0	$25.1	$25.1	$27.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $30 TO $39 MILLION

Of the 3,203 banks submitting data for the national survey results, 375 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	373	$33,342	$38,466	$38,000	$43,475
BONUS	236	2,126	6,021	4,114	7,000
TOTAL COMPENSATION	373	35,368	42,275	41,400	48,000
AGE	366	45	52	52	59
YEARS OF EDUCATION	371	14	15	16	16
YEARS WITH PRESENT BANK	364	6	17	15	26
YEARS IN POSITION	360	4	9	7	12
REPORTING LEVEL	373	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	356	28	39	38	49
ASSET SIZE (MILLIONS)	373	$31.3	$34.1	$34.0	$36.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	317	$24,000	$28,123	$27,500	$31,000
BONUS	192	1,500	3,649	2,500	4,424
TOTAL COMPENSATION	317	25,004	30,333	29,500	34,235
AGE	308	40	48	48	55
YEARS OF EDUCATION	313	12	15	15	16
YEARS WITH PRESENT BANK	310	7	15	13	23
YEARS IN POSITION	303	3	7	6	10
REPORTING LEVEL	300	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	289	9	27	26	42
ASSET SIZE (MILLIONS)	317	$31.4	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$14,400	$17,404	$18,000	$20,688
BONUS	29	808	1,615	1,400	2,005
TOTAL COMPENSATION	56	15,000	18,241	18,517	20,688
AGE	54	35	43	41	51
YEARS OF EDUCATION	54	12	14	14	16
YEARS WITH PRESENT BANK	54	4	10	9	14
YEARS IN POSITION	51	2	4	3	5
REPORTING LEVEL	51	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	53	6	11	10	14
ASSET SIZE (MILLIONS)	56	$31.9	$34.6	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	161	$10,500	$13,731	$13,200	$16,166
BONUS	84	500	1,180	950	1,561
TOTAL COMPENSATION	161	11,100	14,347	13,810	16,623
AGE	156	33	40	39	48
YEARS OF EDUCATION	158	12	13	12	15
YEARS WITH PRESENT BANK	156	4	9	7	12
YEARS IN POSITION	154	2	4	3	5
REPORTING LEVEL	153	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	156	3	5	4	6
ASSET SIZE (MILLIONS)	161	$32.0	$34.4	$34.7	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$13,150	$17,374	$17,175	$20,150
BONUS	49	563	1,484	1,100	1,862
TOTAL COMPENSATION	86	13,500	18,219	17,516	21,970
AGE	83	32	43	41	51
YEARS OF EDUCATION	83	12	15	16	16
YEARS WITH PRESENT BANK	85	3	9	6	12
YEARS IN POSITION	83	2	4	2	5
REPORTING LEVEL	81	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	43	1	5	2	4
ASSET SIZE (MILLIONS)	86	$32.0	$34.7	$35.0	$37.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	141	$19,950	$23,325	$23,500	$26,450
BONUS	74	1,200	2,266	1,768	3,026
TOTAL COMPENSATION	141	20,910	24,515	24,170	27,789
AGE	139	35	42	39	47
YEARS OF EDUCATION	140	13	15	16	16
YEARS WITH PRESENT BANK	139	4	10	8	13
YEARS IN POSITION	137	2	5	3	6
REPORTING LEVEL	136	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	118	3	9	5	9
ASSET SIZE (MILLIONS)	141	$32.0	$34.8	$35.0	$38.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,075	$14,687	$14,835	$17,000
BONUS	26	264	926	606	1,425
TOTAL COMPENSATION	70	12,175	15,031	15,170	17,525
AGE	67	29	35	33	38
YEARS OF EDUCATION	68	12	14	15	16
YEARS WITH PRESENT BANK	67	3	7	5	9
YEARS IN POSITION	64	2	3	2	4
REPORTING LEVEL	66	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	1	6	2	4
ASSET SIZE (MILLIONS)	70	$32.0	$34.5	$35.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$13,800	$16,661	$16,000	$19,000
BONUS	42	663	1,610	1,227	1,932
TOTAL COMPENSATION	83	14,012	17,476	16,374	21,000
AGE	80	32	39	36	47
YEARS OF EDUCATION	82	12	14	14	16
YEARS WITH PRESENT BANK	82	6	11	8	15
YEARS IN POSITION	79	2	4	3	5
REPORTING LEVEL	80	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	66	2	7	4	10
ASSET SIZE (MILLIONS)	83	$32.0	$34.6	$34.7	$37.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	113	$10,000	$11,787	$11,340	$13,200
BONUS	53	400	846	700	1,269
TOTAL COMPENSATION	113	10,125	12,183	11,572	14,165
AGE	106	27	35	32	41
YEARS OF EDUCATION	112	12	13	13	15
YEARS WITH PRESENT BANK	110	2	5	4	6
YEARS IN POSITION	108	2	3	2	3
REPORTING LEVEL	102	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	32	1	3	2	3
ASSET SIZE (MILLIONS)	113	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	260	$15,300	$18,306	$18,000	$20,998
BONUS	139	862	1,720	1,435	2,300
TOTAL COMPENSATION	260	16,213	19,226	19,000	21,657
AGE	253	33	40	38	45
YEARS OF EDUCATION	258	12	14	14	16
YEARS WITH PRESENT BANK	256	4	9	8	12
YEARS IN POSITION	249	2	5	3	6
REPORTING LEVEL	248	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	218	2	5	4	5
ASSET SIZE (MILLIONS)	260	$31.4	$34.1	$34.0	$36.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	195	$11,400	$13,190	$12,600	$15,000
BONUS	101	500	1,183	900	1,500
TOTAL COMPENSATION	195	11,700	13,803	13,200	15,700
AGE	189	28	35	33	41
YEARS OF EDUCATION	191	12	14	14	16
YEARS WITH PRESENT BANK	190	3	7	6	10
YEARS IN POSITION	187	2	3	2	4
REPORTING LEVEL	183	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	95	1	4	2	4
ASSET SIZE (MILLIONS)	195	$32.0	$34.2	$34.0	$36.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	142	$11,879	$14,380	$14,000	$16,500
BONUS	83	500	1,220	950	1,500
TOTAL COMPENSATION	142	12,211	15,093	14,500	17,200
AGE	134	32	41	39	51
YEARS OF EDUCATION	137	12	14	14	16
YEARS WITH PRESENT BANK	136	4	12	8	17
YEARS IN POSITION	134	2	4	3	4
REPORTING LEVEL	130	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	61	1	9	3	12
ASSET SIZE (MILLIONS)	142	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	229	$16,000	$19,296	$19,200	$21,884
BONUS	140	844	2,166	1,720	2,675
TOTAL COMPENSATION	229	16,700	20,621	20,150	24,017
AGE	225	34	42	41	49
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	224	5	11	9	15
YEARS IN POSITION	219	2	5	4	8
REPORTING LEVEL	216	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	148	2	7	4	8
ASSET SIZE (MILLIONS)	229	$31.6	$34.2	$34.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$14,000	$17,878	$17,160	$21,000
BONUS	42	581	1,489	1,164	2,062
TOTAL COMPENSATION	91	14,500	18,565	18,000	22,000
AGE	91	35	42	41	48
YEARS OF EDUCATION	91	12	14	14	16
YEARS WITH PRESENT BANK	90	3	10	8	14
YEARS IN POSITION	88	2	4	3	5
REPORTING LEVEL	89	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	73	1	4	2	4
ASSET SIZE (MILLIONS)	91	$32.0	$34.5	$35.0	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$9,475	$11,050	$10,800	$12,075
BONUS	15	138	999	400	1,000
TOTAL COMPENSATION	42	9,573	11,407	11,175	12,375
AGE	40	25	27	27	29
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	41	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	38	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	7	6	11
ASSET SIZE (MILLIONS)	42	$32.0	$34.2	$33.5	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	313	$17,204	$20,411	$20,100	$23,400
BONUS	175	900	2,201	1,719	2,880
TOTAL COMPENSATION	313	18,000	21,641	20,991	24,500
AGE	307	35	43	42	50
YEARS OF EDUCATION	309	12	14	14	16
YEARS WITH PRESENT BANK	308	6	13	10	18
YEARS IN POSITION	302	2	6	4	8
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	299	14	24	21	33
ASSET SIZE (MILLIONS)	313	$31.1	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$12,063	$15,813	$15,100	$18,000
BONUS	43	496	1,573	1,100	1,734
TOTAL COMPENSATION	80	12,518	16,659	16,025	18,999
AGE	79	34	44	43	52
YEARS OF EDUCATION	80	12	14	14	16
YEARS WITH PRESENT BANK	79	7	12	11	15
YEARS IN POSITION	78	2	4	3	6
REPORTING LEVEL	76	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	4	18	12	29
ASSET SIZE (MILLIONS)	80	$32.0	$34.5	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$15,000	$20,190	$19,710	$24,363
BONUS	39	1,000	2,272	1,700	3,000
TOTAL COMPENSATION	58	16,528	21,718	21,100	25,751
AGE	55	34	45	45	54
YEARS OF EDUCATION	55	13	15	16	16
YEARS WITH PRESENT BANK	55	6	13	8	18
YEARS IN POSITION	54	3	6	5	8
REPORTING LEVEL	56	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	4	2	3
ASSET SIZE (MILLIONS)	58	$32.0	$34.6	$35.0	$37.5

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $40 TO $49 MILLION

Of the 3,203 banks submitting data for the national survey results, 358 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	357	$37,500	$43,556	$42,600	$48,000
BONUS	213	2,910	6,894	4,635	8,536
TOTAL COMPENSATION	357	40,000	47,669	45,680	52,050
AGE	347	46	52	52	58
YEARS OF EDUCATION	351	14	15	16	16
YEARS WITH PRESENT BANK	350	8	17	14	24
YEARS IN POSITION	347	4	9	8	12
REPORTING LEVEL	357	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	340	40	53	51	65
ASSET SIZE (MILLIONS)	357	$42.0	$45.1	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	304	$26,400	$30,913	$30,000	$34,230
BONUS	171	2,000	3,919	3,000	5,000
TOTAL COMPENSATION	304	27,796	33,117	32,094	37,000
AGE	299	41	48	47	54
YEARS OF EDUCATION	297	13	15	16	16
YEARS WITH PRESENT BANK	300	6	15	14	22
YEARS IN POSITION	295	2	6	5	8
REPORTING LEVEL	288	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	281	10	34	33	50
ASSET SIZE (MILLIONS)	304	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$16,000	$19,905	$19,000	$22,500
BONUS	47	1,023	2,144	1,650	2,471
TOTAL COMPENSATION	91	17,000	21,013	19,910	24,000
AGE	88	34	43	41	49
YEARS OF EDUCATION	89	12	14	14	16
YEARS WITH PRESENT BANK	90	4	10	8	14
YEARS IN POSITION	87	2	5	4	6
REPORTING LEVEL	90	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	87	9	14	11	16
ASSET SIZE (MILLIONS)	91	$42.0	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$11,500	$14,554	$14,000	$17,420
BONUS	92	596	1,311	1,180	1,718
TOTAL COMPENSATION	183	11,700	15,213	14,800	18,394
AGE	177	33	41	40	48
YEARS OF EDUCATION	180	12	13	12	14
YEARS WITH PRESENT BANK	179	5	11	9	15
YEARS IN POSITION	173	2	4	3	6
REPORTING LEVEL	177	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	172	3	5	5	6
ASSET SIZE (MILLIONS)	183	$42.0	$45.4	$45.8	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,290	$18,223	$18,000	$22,000
BONUS	56	500	1,239	1,000	1,770
TOTAL COMPENSATION	121	14,300	18,796	18,692	22,500
AGE	116	35	44	42	53
YEARS OF EDUCATION	118	12	14	14	16
YEARS WITH PRESENT BANK	120	3	9	7	12
YEARS IN POSITION	119	2	4	3	6
REPORTING LEVEL	113	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	67	1	6	2	5
ASSET SIZE (MILLIONS)	121	$42.7	$45.7	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$20,015	$24,357	$24,000	$27,648
BONUS	98	948	2,328	1,953	3,288
TOTAL COMPENSATION	198	21,313	25,510	25,000	29,181
AGE	191	34	41	39	47
YEARS OF EDUCATION	191	14	15	16	16
YEARS WITH PRESENT BANK	192	3	9	7	13
YEARS IN POSITION	185	2	5	4	6
REPORTING LEVEL	187	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	158	2	8	5	10
ASSET SIZE (MILLIONS)	198	$42.4	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	99	$13,500	$16,099	$15,500	$19,100
BONUS	50	375	1,024	740	1,275
TOTAL COMPENSATION	99	13,700	16,616	16,000	19,300
AGE	94	30	36	33	40
YEARS OF EDUCATION	96	12	15	16	16
YEARS WITH PRESENT BANK	96	3	7	5	8
YEARS IN POSITION	92	2	3	2	4
REPORTING LEVEL	94	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	2	4
ASSET SIZE (MILLIONS)	99	$41.0	$45.1	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	124	$15,063	$19,023	$18,900	$22,242
BONUS	63	750	1,503	1,350	1,875
TOTAL COMPENSATION	124	15,775	19,786	19,493	23,150
AGE	121	32	42	40	50
YEARS OF EDUCATION	123	12	15	15	16
YEARS WITH PRESENT BANK	123	5	12	10	17
YEARS IN POSITION	119	2	5	3	7
REPORTING LEVEL	118	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	11	4	10
ASSET SIZE (MILLIONS)	124	$42.4	$45.8	$46.6	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	156	$9,600	$11,907	$11,470	$13,795
BONUS	64	318	865	775	1,245
TOTAL COMPENSATION	156	10,000	12,262	11,525	14,296
AGE	151	27	35	31	39
YEARS OF EDUCATION	150	12	14	13	15
YEARS WITH PRESENT BANK	152	2	5	3	5
YEARS IN POSITION	150	2	3	2	3
REPORTING LEVEL	147	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	59	1	2	1	2
ASSET SIZE (MILLIONS)	156	$43.6	$45.9	$47.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	279	$16,080	$19,066	$18,700	$21,600
BONUS	146	815	1,694	1,357	2,333
TOTAL COMPENSATION	279	17,000	19,953	19,500	22,450
AGE	271	33	41	39	46
YEARS OF EDUCATION	268	12	14	14	16
YEARS WITH PRESENT BANK	274	5	10	8	12
YEARS IN POSITION	267	2	6	4	7
REPORTING LEVEL	266	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	233	3	6	5	6
ASSET SIZE (MILLIONS)	279	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	226	$12,038	$13,933	$13,680	$15,425
BONUS	109	500	1,011	1,000	1,400
TOTAL COMPENSATION	226	12,500	14,420	14,000	16,000
AGE	222	29	35	33	38
YEARS OF EDUCATION	222	12	14	14	16
YEARS WITH PRESENT BANK	224	3	7	6	10
YEARS IN POSITION	217	2	3	3	4
REPORTING LEVEL	216	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	124	1	3	2	4
ASSET SIZE (MILLIONS)	226	$42.0	$45.3	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	199	$12,400	$15,059	$14,400	$17,000
BONUS	105	500	1,295	1,000	1,600
TOTAL COMPENSATION	199	13,000	15,742	15,000	17,600
AGE	195	31	40	39	48
YEARS OF EDUCATION	194	12	14	14	16
YEARS WITH PRESENT BANK	198	4	10	8	13
YEARS IN POSITION	194	2	4	3	5
REPORTING LEVEL	173	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	1	7	1	3
ASSET SIZE (MILLIONS)	199	$42.0	$45.4	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	202	$16,400	$19,677	$18,650	$23,000
BONUS	107	964	1,839	1,580	2,400
TOTAL COMPENSATION	202	17,008	20,651	20,173	24,000
AGE	200	34	42	41	48
YEARS OF EDUCATION	199	12	14	14	16
YEARS WITH PRESENT BANK	201	4	11	8	15
YEARS IN POSITION	195	2	5	4	7
REPORTING LEVEL	195	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	133	2	6	4	8
ASSET SIZE (MILLIONS)	202	$42.0	$45.1	$45.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	151	$15,000	$19,396	$19,260	$22,645
BONUS	80	725	1,611	1,228	2,250
TOTAL COMPENSATION	151	16,400	20,250	19,600	23,250
AGE	148	34	43	42	51
YEARS OF EDUCATION	149	12	14	14	16
YEARS WITH PRESENT BANK	150	4	11	8	15
YEARS IN POSITION	145	2	5	4	7
REPORTING LEVEL	146	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	111	1	4	2	3
ASSET SIZE (MILLIONS)	151	$42.0	$45.6	$46.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$9,500	$11,045	$10,800	$12,000
BONUS	21	160	685	500	1,042
TOTAL COMPENSATION	55	9,600	11,307	11,000	12,563
AGE	52	25	28	27	29
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	53	2	3	2	4
YEARS IN POSITION	53	1	2	2	2
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	2	5	2	10
ASSET SIZE (MILLIONS)	55	$41.4	$44.7	$45.0	$49.0

GEOGRAPHIC REGION: NA IONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	309	$18,330	$22,448	$21,120	$24,948
BONUS	167	1,080	2,153	1,760	2,695
TOTAL COMPENSATION	309	19,325	23,612	22,400	26,450
AGE	305	36	43	43	50
YEARS OF EDUCATION	304	12	14	14	16
YEARS WITH PRESENT BANK	306	6	13	11	20
YEARS IN POSITION	297	2	6	4	8
REPORTING LEVEL	299	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	291	16	31	29	41
ASSET SIZE (MILLIONS)	309	$42.0	$45.0	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	140	$13,000	$16,069	$15,125	$18,150
BONUS	62	611	1,426	1,145	1,800
TOTAL COMPENSATION	140	13,500	16,701	16,000	18,612
AGE	138	33	42	40	50
YEARS OF EDUCATION	136	12	14	14	16
YEARS WITH PRESENT BANK	138	6	12	9	16
YEARS IN POSITION	137	2	4	3	5
REPORTING LEVEL	135	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	107	3	20	9	28
ASSET SIZE (MILLIONS)	140	$44.0	$46.0	$47.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	100	$16,425	$20,715	$20,735	$24,000
BONUS	55	1,000	1,931	1,667	2,683
TOTAL COMPENSATION	100	17,000	21,777	21,570	25,075
AGE	98	37	45	44	53
YEARS OF EDUCATION	99	13	15	16	16
YEARS WITH PRESENT BANK	98	3	12	8	16
YEARS IN POSITION	96	2	6	4	8
REPORTING LEVEL	96	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	84	1	3	2	3
ASSET SIZE (MILLIONS)	100	$42.0	$45.5	$46.0	$49.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $50 TO $99 MILLION

Of the 3,203 banks submitting data for the national survey results, 431 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Correspondent Bank Officer
Top International Banking Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	425	$42,450	$50,226	$49,000	$55,256
BONUS	220	3,639	8,477	5,375	10,000
TOTAL COMPENSATION	425	45,000	54,613	52,200	61,000
AGE	418	46	53	54	59
YEARS OF EDUCATION	410	14	15	16	16
YEARS WITH PRESENT BANK	419	8	18	16	26
YEARS IN POSITION	414	4	9	7	12
REPORTING LEVEL	424	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	407	65	85	83	102
ASSET SIZE (MILLIONS)	425	$62.0	$72.8	$72.2	$83.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	350	$30,000	$35,531	$34,000	$39,375
BONUS	168	2,246	4,796	3,425	5,682
TOTAL COMPENSATION	350	31,275	37,833	35,620	42,106
AGE	345	42	49	48	56
YEARS OF EDUCATION	339	13	15	16	16
YEARS WITH PRESENT BANK	346	7	17	15	26
YEARS IN POSITION	335	2	6	4	7
REPORTING LEVEL	332	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	321	15	55	59	84
ASSET SIZE (MILLIONS)	350	$60.7	$71.9	$70.9	$82.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	146	$20,225	$26,646	$26,500	$30,500
BONUS	58	1,435	2,711	2,150	3,456
TOTAL COMPENSATION	146	21,981	27,723	27,000	31,275
AGE	143	38	46	46	54
YEARS OF EDUCATION	144	12	14	15	16
YEARS WITH PRESENT BANK	145	7	15	14	23
YEARS IN POSITION	142	2	5	4	7
REPORTING LEVEL	143	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	138	7	43	38	69
ASSET SIZE (MILLIONS)	146	$62.9	$75.3	$77.2	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	38	$15,383	$18,741	$17,850	$20,750
BONUS	13	893	1,231	1,218	1,695
TOTAL COMPENSATION	38	15,460	19,162	18,103	22,001
AGE	38	34	43	42	50
YEARS OF EDUCATION	36	12	14	14	16
YEARS WITH PRESENT BANK	38	6	11	11	14
YEARS IN POSITION	37	3	6	5	7
REPORTING LEVEL	37	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	20	1	9	1	3
ASSET SIZE (MILLIONS)	38	$62.1	$75.1	$72.8	$89.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$20,750	$26,932	$24,720	$31,570
BONUS	17	1,435	2,144	1,800	2,967
TOTAL COMPENSATION	43	21,318	27,780	25,465	32,000
AGE	42	37	47	45	58
YEARS OF EDUCATION	37	13	15	16	16
YEARS WITH PRESENT BANK	42	8	18	14	24
YEARS IN POSITION	40	3	7	5	10
REPORTING LEVEL	40	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	30	1	26	3	34
ASSET SIZE (MILLIONS)	43	$67.8	$78.9	$80.0	$89.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,713	$21,468	$16,430	$29,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12,713	21,968	17,929	29,125
AGE	6	39	45	43	52
YEARS OF EDUCATION	5	13	15	16	16
YEARS WITH PRESENT BANK	6	6	12	12	17
YEARS IN POSITION	6	3	4	5	6
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$71.4	$78.5	$77.5	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	64	$18,250	$21,621	$21,000	$25,325
BONUS	21	675	1,629	1,000	2,082
TOTAL COMPENSATION	64	19,050	22,156	21,100	25,325
AGE	61	36	43	43	50
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	6	13	10	19
YEARS IN POSITION	60	2	3	3	4
REPORTING LEVEL	61	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	11	41	28	47
ASSET SIZE (MILLIONS)	64	$60.1	$72.9	$76.0	$82.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$18,125	$21,366	$21,373	$25,000
BONUS	32	1,000	2,442	1,494	2,062
TOTAL COMPENSATION	62	18,950	22,627	21,550	25,559
AGE	60	36	43	42	51
YEARS OF EDUCATION	60	12	14	14	16
YEARS WITH PRESENT BANK	60	6	12	8	16
YEARS IN POSITION	60	2	6	5	7
REPORTING LEVEL	59	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	10	25
ASSET SIZE (MILLIONS)	62	$60.0	$72.6	$74.6	$82.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	147	$14,900	$17,763	$17,520	$20,330
BONUS	69	710	1,817	1,296	2,171
TOTAL COMPENSATION	147	15,000	18,616	17,983	21,000
AGE	146	33	41	39	49
YEARS OF EDUCATION	142	12	14	13	16
YEARS WITH PRESENT BANK	146	5	11	9	16
YEARS IN POSITION	145	2	5	4	6
REPORTING LEVEL	140	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	140	7	12	11	15
ASSET SIZE (MILLIONS)	147	$63.7	$75.3	$77.8	$86.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	249	$12,450	$14,923	$14,560	$16,987
BONUS	97	567	1,130	949	1,390
TOTAL COMPENSATION	249	12,747	15,363	15,132	17,350
AGE	244	33	42	40	49
YEARS OF EDUCATION	240	12	13	12	15
YEARS WITH PRESENT BANK	246	6	11	9	16
YEARS IN POSITION	241	2	4	3	5
REPORTING LEVEL	238	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	235	4	6	5	7
ASSET SIZE (MILLIONS)	249	$61.7	$73.5	$74.2	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$16,704	$23,703	$23,500	$28,000
BONUS	17	625	1,647	1,500	2,150
TOTAL COMPENSATION	47	17,500	24,298	24,500	28,000
AGE	46	35	44	43	52
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	47	3	9	7	10
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	33	1	8	2	6
ASSET SIZE (MILLIONS)	47	$66.0	$75.4	$77.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,100	$18,052	$16,022	$18,930
BONUS	12	828	2,419	1,123	3,091
TOTAL COMPENSATION	36	14,100	18,859	16,022	21,130
AGE	35	35	44	43	52
YEARS OF EDUCATION	35	12	14	14	16
YEARS WITH PRESENT BANK	36	4	9	9	12
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	1	12	2	4
ASSET SIZE (MILLIONS)	36	$67.5	$76.4	$79.5	$83.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	71	$12,000	$15,918	$14,280	$20,189
BONUS	25	703	1,291	1,200	1,968
TOTAL COMPENSATION	71	12,100	16,372	14,400	20,410
AGE	71	29	39	35	45
YEARS OF EDUCATION	69	14	15	16	16
YEARS WITH PRESENT BANK	71	4	9	6	11
YEARS IN POSITION	69	2	4	3	4
REPORTING LEVEL	67	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	58	1	4	3	5
ASSET SIZE (MILLIONS)	71	$70.0	$78.6	$80.0	$87.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$22,800	$26,643	$26,415	$30,240
BONUS	72	1,349	2,594	2,173	3,293
TOTAL COMPENSATION	198	23,425	27,587	27,215	32,500
AGE	195	36	43	42	48
YEARS OF EDUCATION	189	14	15	16	16
YEARS WITH PRESENT BANK	197	5	12	10	16
YEARS IN POSITION	193	2	5	3	6
REPORTING LEVEL	194	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	185	4	9	6	10
ASSET SIZE (MILLIONS)	198	$65.8	$75.5	$75.3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	272	$18,000	$21,989	$21,450	$24,938
BONUS	99	854	2,073	1,500	2,450
TOTAL COMPENSATION	272	18,725	22,743	22,000	25,877
AGE	268	34	43	41	50
YEARS OF EDUCATION	263	13	15	16	16
YEARS WITH PRESENT BANK	270	4	11	8	15
YEARS IN POSITION	261	2	5	4	6
REPORTING LEVEL	267	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	1	6	3	5
ASSET SIZE (MILLIONS)	272	$64.0	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$14,020	$16,079	$15,900	$18,000
BONUS	41	524	1,185	1,000	1,510
TOTAL COMPENSATION	129	14,400	16,456	16,215	18,254
AGE	127	30	35	33	38
YEARS OF EDUCATION	124	13	15	16	16
YEARS WITH PRESENT BANK	127	3	8	6	9
YEARS IN POSITION	125	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	52	1	5	1	3
ASSET SIZE (MILLIONS)	129	$67.1	$77.1	$78.0	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$16,200	$20,723	$19,900	$24,313
BONUS	41	759	1,793	1,500	2,620
TOTAL COMPENSATION	88	16,220	21,558	21,400	25,122
AGE	87	31	37	35	42
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	4	9	7	11
YEARS IN POSITION	85	2	5	4	7
REPORTING LEVEL	86	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	84	4	11	8	15
ASSET SIZE (MILLIONS)	88	$65.5	$76.3	$77.1	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	239	$21,988	$26,924	$26,000	$30,216
BONUS	102	1,275	3,362	2,467	4,213
TOTAL COMPENSATION	239	23,000	28,359	26,820	31,921
AGE	234	36	44	42	51
YEARS OF EDUCATION	229	14	15	16	16
YEARS WITH PRESENT BANK	237	5	13	11	18
YEARS IN POSITION	232	2	5	4	7
REPORTING LEVEL	233	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	220	3	23	8	3[illegible]
ASSET SIZE (MILLIONS)	239	$62.0	$73.9	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	168	$10,800	$13,007	$12,385	$15,000
BONUS	52	400	878	711	1,015
TOTAL COMPENSATION	168	10,985	13,279	12,575	15,000
AGE	165	29	37	33	43
YEARS OF EDUCATION	160	12	14	13	16
YEARS WITH PRESENT BANK	166	2	5	4	6
YEARS IN POSITION	158	2	3	2	4
REPORTING LEVEL	162	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	168	$63.6	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	318	$17,500	$20,970	$20,400	$24,100
BONUS	132	951	2,071	1,500	2,483
TOTAL COMPENSATION	318	18,370	21,829	21,000	24,575
AGE	316	36	43	42	50
YEARS OF EDUCATION	308	12	14	14	16
YEARS WITH PRESENT BANK	317	5	12	10	16
YEARS IN POSITION	310	2	6	4	8
REPORTING LEVEL	310	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	302	4	8	6	9
ASSET SIZE (MILLIONS)	318	$63.2	$73.5	$72.8	$84.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	330	$13,500	$16,130	$15,500	$17,681
BONUS	121	582	1,329	1,000	1,793
TOTAL COMPENSATION	330	13,991	16,618	15,838	18,279
AGE	326	31	39	37	46
YEARS OF EDUCATION	320	12	14	14	16
YEARS WITH PRESENT BANK	327	4	10	8	13
YEARS IN POSITION	320	2	5	3	6
REPORTING LEVEL	321	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	2	6	3	6
ASSET SIZE (MILLIONS)	330	$62.0	$73.9	$73.7	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	297	$13,500	$16,493	$16,100	$19,000
BONUS	114	596	1,428	1,188	1,643
TOTAL COMPENSATION	297	13,831	17,041	16,650	19,618
AGE	292	32	40	37	47
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	293	3	10	7	13
YEARS IN POSITION	288	2	5	3	6
REPORTING LEVEL	254	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	195	1	4	1	2
ASSET SIZE (MILLIONS)	297	$62.0	$72.8	$72.2	$82.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	78	$15,975	$21,346	$21,115	$26,825
BONUS	28	841	2,344	1,555	2,702
TOTAL COMPENSATION	78	16,500	22,187	21,250	27,000
AGE	75	33	41	40	48
YEARS OF EDUCATION	74	12	15	16	16
YEARS WITH PRESENT BANK	75	3	8	6	13
YEARS IN POSITION	75	2	3	3	4
REPORTING LEVEL	72	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	53	3	9	5	10
ASSET SIZE (MILLIONS)	78	$63.8	$75.9	$77.4	$86.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	164	$14,800	$18,886	$18,280	$22,440
BONUS	60	652	1,371	1,192	1,987
TOTAL COMPENSATION	164	15,352	19,388	18,661	23,250
AGE	162	32	40	36	47
YEARS OF EDUCATION	159	13	15	16	16
YEARS WITH PRESENT BANK	162	4	9	7	12
YEARS IN POSITION	159	2	4	3	6
REPORTING LEVEL	159	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	164	$63.2	$74.8	$76.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	167	$19,000	$22,284	$21,600	$25,850
BONUS	59	840	2,227	1,940	2,865
TOTAL COMPENSATION	167	19,350	23,071	22,400	26,500
AGE	163	36	45	45	53
YEARS OF EDUCATION	161	12	14	14	16
YEARS WITH PRESENT BANK	164	6	14	12	21
YEARS IN POSITION	163	3	6	4	8
REPORTING LEVEL	161	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	149	2	6	3	4
ASSET SIZE (MILLIONS)	167	$63.9	$74.4	$73.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	143	$16,000	$19,555	$19,000	$22,500
BONUS	59	500	1,577	1,069	2,000
TOTAL COMPENSATION	143	16,200	20,206	19,431	23,500
AGE	142	35	44	44	53
YEARS OF EDUCATION	138	12	14	14	16
YEARS WITH PRESENT BANK	142	5	14	11	21
YEARS IN POSITION	139	2	5	3	6
REPORTING LEVEL	139	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	96	1	4	2	4
ASSET SIZE (MILLIONS)	143	$62.0	$74.2	$72.9	$87.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$11,960	$14,791	$14,980	$17,000
BONUS	19	600	1,201	1,046	1,530
TOTAL COMPENSATION	55	12,000	15,206	15,000	17,730
AGE	54	30	38	37	49
YEARS OF EDUCATION	53	12	14	13	16
YEARS WITH PRESENT BANK	54	4	9	7	12
YEARS IN POSITION	53	2	3	2	4
REPORTING LEVEL	52	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	1	9	2	3
ASSET SIZE (MILLIONS)	55	$70.0	$77.9	$78.0	$88.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	145	$10,500	$12,700	$12,000	$14,550
BONUS	49	474	1,001	833	1,200
TOTAL COMPENSATION	145	10,745	13,039	12,456	14,763
AGE	142	35	45	46	54
YEARS OF EDUCATION	139	12	13	12	12
YEARS WITH PRESENT BANK	143	8	15	14	21
YEARS IN POSITION	141	2	4	3	5
REPORTING LEVEL	139	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	103	3	9	5	9
ASSET SIZE (MILLIONS)	145	$62.4	$73.6	$74.0	$82.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$10,200	$11,258	$11,500	$12,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	10,400	11,490	11,950	12,500
AGE	12	24	27	26	28
YEARS OF EDUCATION	12	17	17	18	18
YEARS WITH PRESENT BANK	12	2	2	2	3
YEARS IN POSITION	12	1	2	2	2
REPORTING LEVEL	12	5	4	5	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	12	$68.7	$81.4	$85.8	$89.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	90	$9,371	$10,627	$10,710	$12,000
BONUS	20	313	693	626	917
TOTAL COMPENSATION	90	9,500	10,781	10,800	12,000
AGE	88	24	26	26	28
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	90	2	2	2	3
YEARS IN POSITION	90	1	2	2	2
REPORTING LEVEL	86	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	3	11	12	15
ASSET SIZE (MILLIONS)	90	$64.0	$75.5	$78.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	316	$18,000	$22,629	$22,000	$25,733
BONUS	128	999	2,214	1,801	2,970
TOTAL COMPENSATION	316	18,610	23,526	22,900	27,190
AGE	310	36	42	41	49
YEARS OF EDUCATION	305	12	14	14	16
YEARS WITH PRESENT BANK	313	6	14	12	21
YEARS IN POSITION	306	2	5	4	6
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	298	18	40	35	55
ASSET SIZE (MILLIONS)	316	$62.1	$73.5	$72.9	$83.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$16,275	$19,538	$18,660	$22,388
BONUS	13	362	1,300	1,300	2,249
TOTAL COMPENSATION	46	16,275	19,906	19,073	23,563
AGE	45	38	46	43	55
YEARS OF EDUCATION	45	12	13	12	14
YEARS WITH PRESENT BANK	45	6	14	12	20
YEARS IN POSITION	43	2	4	2	5
REPORTING LEVEL	43	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	41	6	9	8	12
ASSET SIZE (MILLIONS)	46	$69.5	$78.0	$78.0	$85.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$12,000	$15,064	$14,500	$16,800
BONUS	22	1,000	1,633	1,756	1,974
TOTAL COMPENSATION	67	13,100	15,600	14,900	17,784
AGE	64	32	43	43	54
YEARS OF EDUCATION	63	12	13	12	16
YEARS WITH PRESENT BANK	65	5	14	13	21
YEARS IN POSITION	64	2	5	4	6
REPORTING LEVEL	65	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	2	7	4	8
ASSET SIZE (MILLIONS)	67	$65.0	$75.5	$77.3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$13,500	$17,316	$16,200	$19,980
BONUS	68	601	1,583	1,030	2,177
TOTAL COMPENSATION	207	13,600	17,836	16,980	20,040
AGE	204	36	45	45	54
YEARS OF EDUCATION	202	12	14	13	16
YEARS WITH PRESENT BANK	204	5	14	10	19
YEARS IN POSITION	202	2	4	3	5
REPORTING LEVEL	199	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	154	1	18	3	24
ASSET SIZE (MILLIONS)	207	$65.0	$76.4	$77.4	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$19,670	$26,479	$22,500	$35,047
BONUS	8	1,167	1,919	1,629	2,100
TOTAL COMPENSATION	20	21,354	27,247	24,300	36,175
AGE	20	35	43	41	53
YEARS OF EDUCATION	20	14	15	16	16
YEARS WITH PRESENT BANK	20	7	12	11	16
YEARS IN POSITION	20	3	5	5	7
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	2	41	9	96
ASSET SIZE (MILLIONS)	20	$68.1	$79.5	$80.0	$88.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$13,100	$17,160	$16,500	$21,000
BONUS	38	595	1,584	1,045	1,938
TOTAL COMPENSATION	93	13,790	17,808	16,555	21,250
AGE	90	34	44	45	55
YEARS OF EDUCATION	87	12	14	13	16
YEARS WITH PRESENT BANK	92	5	15	11	23
YEARS IN POSITION	89	2	4	3	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	53	3	20	5	20
ASSET SIZE (MILLIONS)	93	$65.0	$75.6	$76.6	$84.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$10,625	$14,258	$13,912	$15,960
BONUS	9	175	1,028	582	1,941
TOTAL COMPENSATION	24	11,050	14,643	13,928	15,960
AGE	23	38	46	51	53
YEARS OF EDUCATION	23	12	13	12	14
YEARS WITH PRESENT BANK	23	6	14	12	23
YEARS IN POSITION	21	2	3	2	3
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	5	21	8	14
ASSET SIZE (MILLIONS)	24	$68.3	$79.2	$80.6	$92.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	216	$21,300	$26,653	$25,850	$31,000
BONUS	84	1,000	2,538	1,695	2,950
TOTAL COMPENSATION	216	21,800	27,640	26,850	31,826
AGE	213	37	45	44	52
YEARS OF EDUCATION	207	16	16	16	18
YEARS WITH PRESENT BANK	215	4	10	8	14
YEARS IN POSITION	210	3	6	5	9
REPORTING LEVEL	210	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	206	2	5	3	5
ASSET SIZE (MILLIONS)	216	$64.0	$75.0	$75.0	$85.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	111	$12,000	$15,308	$14,750	$18,280
BONUS	39	699	1,152	1,000	1,575
TOTAL COMPENSATION	111	12,200	15,713	14,900	18,512
AGE	110	34	41	40	48
YEARS OF EDUCATION	107	12	14	13	16
YEARS WITH PRESENT BANK	111	6	12	9	15
YEARS IN POSITION	110	2	4	4	6
REPORTING LEVEL	106	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	93	2	3	3	4
ASSET SIZE (MILLIONS)	111	$65.0	$76.2	$77.0	$86.9

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $100 TO $249 MILLION

Of the 3,203 banks submitting data for the national survey results, 355 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	354	$54,000	$64,786	$62,750	$74,991
BONUS	182	4,156	10,624	7,500	14,087
TOTAL COMPENSATION	354	57,000	70,248	68,824	79,200
AGE	351	47	53	53	60
YEARS OF EDUCATION	343	16	16	16	17
YEARS WITH PRESENT BANK	352	8	18	16	25
YEARS IN POSITION	346	4	8	6	11
REPORTING LEVEL	354	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	334	120	177	164	217
ASSET SIZE (MILLIONS)	354	$112.3	$149.8	$137.0	$180.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	299	$37,800	$45,191	$44,000	$52,000
BONUS	146	2,500	6,359	4,500	8,848
TOTAL COMPENSATION	299	39,000	48,296	46,000	55,999
AGE	297	42	49	48	55
YEARS OF EDUCATION	289	14	16	16	16
YEARS WITH PRESENT BANK	298	6	16	12	23
YEARS IN POSITION	292	3	5	4	7
REPORTING LEVEL	291	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	277	31	123	109	177
ASSET SIZE (MILLIONS)	299	$115.1	$151.2	$140.0	$181.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$26,000	$32,701	$30,430	$37,275
BONUS	53	1,487	3,165	2,616	3,486
TOTAL COMPENSATION	128	26,643	34,012	32,300	38,804
AGE	127	38	45	44	50
YEARS OF EDUCATION	125	14	15	16	16
YEARS WITH PRESENT BANK	128	6	14	11	21
YEARS IN POSITION	123	2	5	4	7
REPORTING LEVEL	126	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	119	10	61	40	87
ASSET SIZE (MILLIONS)	128	$115.3	$150.5	$138.1	$180.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	60	$13,200	$18,502	$17,700	$21,500
BONUS	23	739	1,212	1,100	2,143
TOTAL COMPENSATION	60	13,700	18,966	19,013	22,224
AGE	57	35	43	40	51
YEARS OF EDUCATION	58	14	15	16	16
YEARS WITH PRESENT BANK	59	3	10	8	15
YEARS IN POSITION	59	2	4	4	6
REPORTING LEVEL	58	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	2	2	3
ASSET SIZE (MILLIONS)	60	$127.1	$156.2	$145.1	$191.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	109	$23,930	$29,445	$27,792	$34,300
BONUS	36	1,264	2,548	1,855	3,263
TOTAL COMPENSATION	109	24,050	30,286	28,310	35,900
AGE	109	35	45	43	53
YEARS OF EDUCATION	108	14	15	16	17
YEARS WITH PRESENT BANK	109	6	13	10	18
YEARS IN POSITION	109	3	5	5	7
REPORTING LEVEL	99	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	82	1	9	3	4
ASSET SIZE (MILLIONS)	109	$114.5	$159.7	$150.0	$203.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$13,250	$31,027	$31,850	$48,825
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	13,598	33,055	36,400	50,255
AGE	12	36	50	52	63
YEARS OF EDUCATION	12	12	15	16	16
YEARS WITH PRESENT BANK	12	7	19	15	28
YEARS IN POSITION	12	3	5	5	6
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	2	11	4	7
ASSET SIZE (MILLIONS)	12	$111.2	$143.9	$128.6	$174.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$20,546	$25,872	$25,000	$29,000
BONUS	43	1,162	2,321	1,900	3,260
TOTAL COMPENSATION	129	20,792	26,646	25,500	30,781
AGE	128	38	44	43	50
YEARS OF EDUCATION	129	12	14	14	16
YEARS WITH PRESENT BANK	129	8	15	14	21
YEARS IN POSITION	127	2	4	3	6
REPORTING LEVEL	127	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	128	26	79	61	106
ASSET SIZE (MILLIONS)	129	$125.2	$158.9	$152.8	$191.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$18,500	$23,624	$23,000	$28,890
BONUS	25	565	2,343	1,500	2,340
TOTAL COMPENSATION	73	18,700	24,426	23,201	29,632
AGE	71	37	45	46	51
YEARS OF EDUCATION	71	12	14	15	16
YEARS WITH PRESENT BANK	71	6	14	11	20
YEARS IN POSITION	71	2	5	3	6
REPORTING LEVEL	71	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	71	12	27	20	39
ASSET SIZE (MILLIONS)	73	$116.2	$152.6	$142.0	$177.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	196	$17,000	$20,264	$19,500	$23,000
BONUS	65	773	1,910	1,341	2,284
TOTAL COMPENSATION	196	17,095	20,898	19,963	23,490
AGE	195	36	43	41	50
YEARS OF EDUCATION	193	12	14	14	16
YEARS WITH PRESENT BANK	194	7	14	11	21
YEARS IN POSITION	190	2	5	4	8
REPORTING LEVEL	192	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	194	10	14	12	17
ASSET SIZE (MILLIONS)	196	$117.3	$154.5	$143.5	$184.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	233	$14,000	$16,591	$16,000	$18,118
BONUS	75	610	1,280	1,077	1,700
TOTAL COMPENSATION	233	14,050	17,003	16,500	18,792
AGE	226	33	41	40	48
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	228	7	12	10	16
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	225	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	228	5	7	6	8
ASSET SIZE (MILLIONS)	233	$117.2	$152.7	$143.0	$182.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$18,500	$24,313	$24,000	$29,600
BONUS	27	500	1,457	1,624	2,000
TOTAL COMPENSATION	87	18,500	24,766	24,600	29,600
AGE	82	39	48	48	56
YEARS OF EDUCATION	87	14	15	16	16
YEARS WITH PRESENT BANK	87	3	10	7	13
YEARS IN POSITION	86	2	4	3	5
REPORTING LEVEL	86	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	63	1	4	2	3
ASSET SIZE (MILLIONS)	87	$125.0	$163.6	$157.0	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$14,700	$18,897	$18,600	$22,750
BONUS	27	456	1,832	1,075	1,800
TOTAL COMPENSATION	87	14,900	19,466	19,025	23,624
AGE	86	36	49	49	60
YEARS OF EDUCATION	84	13	15	15	16
YEARS WITH PRESENT BANK	86	3	10	7	13
YEARS IN POSITION	82	2	4	3	6
REPORTING LEVEL	84	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	1	4	1	3
ASSET SIZE (MILLIONS)	87	$125.0	$161.9	$152.3	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	136	$13,825	$17,175	$16,125	$19,000
BONUS	45	777	1,565	1,150	1,844
TOTAL COMPENSATION	136	14,000	17,693	16,500	19,975
AGE	134	31	38	35	45
YEARS OF EDUCATION	133	14	15	16	16
YEARS WITH PRESENT BANK	136	3	8	7	10
YEARS IN POSITION	134	2	4	3	5
REPORTING LEVEL	134	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	127	2	5	4	6
ASSET SIZE (MILLIONS)	136	$124.3	$160.1	$152.6	$195.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	245	$25,500	$30,278	$30,000	$35,000
BONUS	102	1,738	3,036	2,500	3,647
TOTAL COMPENSATION	245	26,200	31,542	31,500	37,339
AGE	244	37	44	42	50
YEARS OF EDUCATION	240	14	15	16	16
YEARS WITH PRESENT BANK	243	5	13	10	18
YEARS IN POSITION	242	2	5	4	6
REPORTING LEVEL	239	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	239	5	11	8	14
ASSET SIZE (MILLIONS)	245	$115.0	$152.5	$144.5	$182.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	285	$20,000	$23,573	$23,200	$26,950
BONUS	97	983	1,983	1,600	2,500
TOTAL COMPENSATION	285	20,000	24,248	24,000	27,731
AGE	281	34	42	39	49
YEARS OF EDUCATION	277	14	15	16	16
YEARS WITH PRESENT BANK	283	4	11	9	16
YEARS IN POSITION	277	2	5	4	6
REPORTING LEVEL	274	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	171	1	5	2	6
ASSET SIZE (MILLIONS)	285	$114.5	$152.4	$143.0	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	181	$14,300	$16,978	$16,400	$19,000
BONUS	57	510	1,171	1,200	1,670
TOTAL COMPENSATION	181	14,511	17,346	16,850	19,300
AGE	180	29	34	32	36
YEARS OF EDUCATION	177	14	15	16	16
YEARS WITH PRESENT BANK	180	3	7	6	9
YEARS IN POSITION	177	2	3	2	3
REPORTING LEVEL	173	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	72	1	2	1	4
ASSET SIZE (MILLIONS)	181	$115.8	$153.7	$146.5	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$20,720	$27,023	$25,700	$31,675
BONUS	16	1,500	2,831	2,354	4,200
TOTAL COMPENSATION	54	20,720	27,862	25,975	33,571
AGE	54	35	45	44	54
YEARS OF EDUCATION	53	14	15	16	16
YEARS WITH PRESENT BANK	54	4	14	9	20
YEARS IN POSITION	54	3	6	4	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	6	3	4
ASSET SIZE (MILLIONS)	54	$130.7	$173.7	$184.0	$213.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	163	$20,000	$24,545	$24,000	$28,080
BONUS	62	990	1,973	1,725	2,525
TOTAL COMPENSATION	163	20,328	25,296	24,989	30,000
AGE	163	35	40	39	44
YEARS OF EDUCATION	161	14	15	14	16
YEARS WITH PRESENT BANK	163	5	11	9	14
YEARS IN POSITION	159	2	5	4	7
REPORTING LEVEL	162	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	8	20	15	26
ASSET SIZE (MILLIONS)	163	$124.0	$154.9	$147.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	262	$24,875	$30,468	$30,000	$35,123
BONUS	104	1,274	3,902	2,500	4,100
TOTAL COMPENSATION	262	25,300	32,017	30,299	37,000
AGE	260	36	43	42	50
YEARS OF EDUCATION	255	14	16	16	17
YEARS WITH PRESENT BANK	260	6	13	10	17
YEARS IN POSITION	255	3	5	4	7
REPORTING LEVEL	257	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	249	4	32	8	30
ASSET SIZE (MILLIONS)	262	$116.2	$152.9	$145.1	$182.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	212	$11,700	$14,001	$13,727	$16,395
BONUS	58	464	1,087	940	1,312
TOTAL COMPENSATION	212	11,705	14,299	14,000	16,395
AGE	210	31	38	35	45
YEARS OF EDUCATION	205	12	13	13	14
YEARS WITH PRESENT BANK	209	3	6	5	8
YEARS IN POSITION	207	2	3	2	4
REPORTING LEVEL	206	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	171	2	4	3	5
ASSET SIZE (MILLIONS)	212	$112.8	$151.1	$142.5	$181.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	293	$20,325	$24,428	$24,300	$27,124
BONUS	112	1,195	2,525	2,000	2,890
TOTAL COMPENSATION	293	21,000	25,393	25,000	29,375
AGE	291	38	45	44	52
YEARS OF EDUCATION	286	12	14	14	16
YEARS WITH PRESENT BANK	291	7	13	11	16
YEARS IN POSITION	285	3	6	5	8
REPORTING LEVEL	286	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	284	6	14	11	17
ASSET SIZE (MILLIONS)	293	$115.0	$151.3	$140.0	$181.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	290	$14,500	$16,828	$16,728	$19,000
BONUS	94	611	1,213	1,120	1,710
TOTAL COMPENSATION	290	14,515	17,221	17,000	19,315
AGE	287	32	39	37	45
YEARS OF EDUCATION	284	12	14	14	16
YEARS WITH PRESENT BANK	287	5	10	8	13
YEARS IN POSITION	281	2	5	4	7
REPORTING LEVEL	279	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	182	2	6	5	8
ASSET SIZE (MILLIONS)	290	$114.0	$151.5	$140.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	276	$17,000	$19,533	$19,010	$22,000
BONUS	97	683	1,391	1,250	1,950
TOTAL COMPENSATION	276	17,375	20,022	19,670	22,500
AGE	272	32	40	38	47
YEARS OF EDUCATION	269	13	15	16	16
YEARS WITH PRESENT BANK	274	3	10	7	13
YEARS IN POSITION	265	2	5	3	6
REPORTING LEVEL	248	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	255	2	4	2	3
ASSET SIZE (MILLIONS)	276	$115.0	$151.5	$141.5	$180.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,000	$26,939	$20,000	$34,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	17,000	27,319	21,400	34,000
AGE	11	38	44	46	54
YEARS OF EDUCATION	11	14	16	16	17
YEARS WITH PRESENT BANK	11	4	9	7	15
YEARS IN POSITION	11	3	4	4	5
REPORTING LEVEL	10	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	1	7	4	10
ASSET SIZE (MILLIONS)	11	$142.0	$165.6	$176.0	$193.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	112	$17,000	$21,997	$21,050	$27,000
BONUS	35	464	1,529	1,000	2,220
TOTAL COMPENSATION	112	17,163	22,474	21,475	27,400
AGE	110	32	43	42	55
YEARS OF EDUCATION	110	13	15	16	16
YEARS WITH PRESENT BANK	110	3	12	8	19
YEARS IN POSITION	110	2	4	3	5
REPORTING LEVEL	105	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	86	3	7	4	9
ASSET SIZE (MILLIONS)	112	$119.3	$156.9	$147.0	$187.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$18,412	$23,972	$23,400	$28,500
BONUS	66	1,000	2,202	1,695	2,644
TOTAL COMPENSATION	207	18,550	24,674	23,500	29,000
AGE	205	34	43	40	51
YEARS OF EDUCATION	203	14	15	16	16
YEARS WITH PRESENT BANK	206	4	9	7	12
YEARS IN POSITION	201	2	5	4	6
REPORTING LEVEL	202	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	181	1	5	2	4
ASSET SIZE (MILLIONS)	207	$121.0	$158.0	$152.3	$196.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	211	$21,600	$25,908	$25,000	$29,000
BONUS	77	1,106	2,585	2,100	3,009
TOTAL COMPENSATION	211	22,550	26,852	25,818	30,200
AGE	210	38	47	47	55
YEARS OF EDUCATION	207	12	15	16	16
YEARS WITH PRESENT BANK	210	5	15	11	22
YEARS IN POSITION	205	3	6	4	8
REPORTING LEVEL	207	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	3	6	4	6
ASSET SIZE (MILLIONS)	211	$116.4	$155.7	$147.0	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$15,675	$19,407	$18,660	$22,250
BONUS	55	600	1,817	1,237	2,100
TOTAL COMPENSATION	178	16,500	19,969	18,918	23,000
AGE	173	33	43	41	51
YEARS OF EDUCATION	173	12	14	14	16
YEARS WITH PRESENT BANK	177	6	12	10	15
YEARS IN POSITION	171	2	5	4	6
REPORTING LEVEL	171	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	118	1	4	2	4
ASSET SIZE (MILLIONS)	178	$113.9	$153.3	$140.0	$190.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$11,560	$14,020	$13,500	$15,900
BONUS	23	497	961	840	1,500
TOTAL COMPENSATION	93	11,600	14,258	13,800	15,900
AGE	92	29	36	32	40
YEARS OF EDUCATION	90	12	14	14	16
YEARS WITH PRESENT BANK	93	4	9	7	12
YEARS IN POSITION	93	2	3	2	3
REPORTING LEVEL	91	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	37	2	3	2	3
ASSET SIZE (MILLIONS)	93	$124.0	$159.5	$155.0	$197.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$11,490	$13,694	$13,000	$15,370
BONUS	51	366	1,101	908	1,250
TOTAL COMPENSATION	178	11,499	14,009	13,350	16,008
AGE	176	35	45	46	54
YEARS OF EDUCATION	173	12	13	12	14
YEARS WITH PRESENT BANK	176	8	15	13	21
YEARS IN POSITION	175	2	4	3	5
REPORTING LEVEL	172	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	137	3	8	6	10
ASSET SIZE (MILLIONS)	178	$114.7	$151.5	$143.8	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$10,185	$11,392	$11,250	$12,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	18	10,185	11,433	11,250	12,289
AGE	16	26	27	27	29
YEARS OF EDUCATION	17	17	17	17	18
YEARS WITH PRESENT BANK	16	2	2	2	2
YEARS IN POSITION	17	1	2	2	2
REPORTING LEVEL	16	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	18	$120.8	$157.6	$150.9	$192.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	120	$9,500	$10,534	$10,450	$11,475
BONUS	15	125	517	467	632
TOTAL COMPENSATION	120	9,500	10,598	10,500	11,500
AGE	115	24	26	25	28
YEARS OF EDUCATION	117	16	16	16	16
YEARS WITH PRESENT BANK	118	2	3	2	3
YEARS IN POSITION	117	1	2	2	2
REPORTING LEVEL	112	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	1	6	2	9
ASSET SIZE (MILLIONS)	120	$128.6	$164.3	$156.7	$201.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	295	$21,600	$26,719	$26,400	$30,500
BONUS	116	1,162	2,890	2,101	3,484
TOTAL COMPENSATION	295	22,300	27,856	27,000	32,100
AGE	294	37	43	42	50
YEARS OF EDUCATION	291	12	14	14	16
YEARS WITH PRESENT BANK	294	7	15	13	22
YEARS IN POSITION	290	2	5	4	7
REPORTING LEVEL	288	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	286	27	63	52	86
ASSET SIZE (MILLIONS)	295	$112.0	$150.3	$138.8	$182.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,925	$22,337	$20,500	$24,500
BONUS	12	694	1,502	1,520	2,269
TOTAL COMPENSATION	40	18,814	22,788	20,517	24,530
AGE	40	35	44	41	52
YEARS OF EDUCATION	39	12	14	14	16
YEARS WITH PRESENT BANK	40	6	14	12	20
YEARS IN POSITION	39	2	4	3	5
REPORTING LEVEL	39	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	9	25	17	27
ASSET SIZE (MILLIONS)	40	$110.0	$149.8	$145.5	$174.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$13,500	$17,170	$16,200	$20,400
BONUS	26	669	1,254	1,250	1,928
TOTAL COMPENSATION	75	13,680	17,605	16,500	20,750
AGE	72	34	43	44	52
YEARS OF EDUCATION	71	12	14	14	16
YEARS WITH PRESENT BANK	72	7	14	11	17
YEARS IN POSITION	70	2	4	3	6
REPORTING LEVEL	72	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	4	13	9	17
ASSET SIZE (MILLIONS)	75	$112.0	$147.9	$135.0	$178.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	291	$15,500	$19,489	$19,000	$22,300
BONUS	83	500	1,226	1,080	1,835
TOTAL COMPENSATION	291	15,900	19,839	19,500	23,275
AGE	290	35	44	43	53
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	290	4	12	9	16
YEARS IN POSITION	286	2	5	4	6
REPORTING LEVEL	282	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	255	2	13	3	5
ASSET SIZE (MILLIONS)	291	$115.6	$154.5	$144.5	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$24,471	$22,000	$29,000
BONUS	18	698	2,283	1,550	2,200
TOTAL COMPENSATION	43	16,661	25,426	22,000	30,000
AGE	43	32	43	40	55
YEARS OF EDUCATION	43	16	16	16	17
YEARS WITH PRESENT BANK	43	3	9	7	12
YEARS IN POSITION	42	2	4	3	6
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	31	1	10	2	4
ASSET SIZE (MILLIONS)	43	$124.0	$163.1	$165.0	$190.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,640	$18,282	$17,800	$21,600
BONUS	44	695	1,549	1,486	2,000
TOTAL COMPENSATION	121	15,000	18,845	18,500	22,575
AGE	119	37	46	46	55
YEARS OF EDUCATION	119	12	14	14	16
YEARS WITH PRESENT BANK	119	6	13	10	18
YEARS IN POSITION	119	2	5	4	7
REPORTING LEVEL	118	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	91	2	12	5	11
ASSET SIZE (MILLIONS)	121	$119.3	$158.2	$150.0	$194.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	50	$10,980	$14,597	$13,300	$16,550
BONUS	13	300	646	587	825
TOTAL COMPENSATION	50	11,438	14,765	13,400	16,738
AGE	50	32	39	37	45
YEARS OF EDUCATION	49	12	15	16	16
YEARS WITH PRESENT BANK	50	3	8	7	11
YEARS IN POSITION	49	2	3	2	3
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	29	1	13	3	5
ASSET SIZE (MILLIONS)	50	$115.0	$150.4	$135.2	$178.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	263	$27,500	$32,515	$32,000	$36,500
BONUS	105	1,319	2,835	2,500	3,700
TOTAL COMPENSATION	263	28,000	33,647	32,911	38,000
AGE	262	40	47	46	53
YEARS OF EDUCATION	257	16	17	16	19
YEARS WITH PRESENT BANK	261	5	11	9	15
YEARS IN POSITION	253	3	6	5	9
REPORTING LEVEL	255	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	257	5	10	7	13
ASSET SIZE (MILLIONS)	263	$118.0	$154.6	$145.7	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	206	$13,624	$17,684	$17,140	$20,925
BONUS	66	565	1,275	1,079	1,790
TOTAL COMPENSATION	206	13,965	18,092	17,160	21,220
AGE	205	33	41	40	49
YEARS OF EDUCATION	202	12	14	14	16
YEARS WITH PRESENT BANK	205	5	11	9	15
YEARS IN POSITION	199	2	5	4	7
REPORTING LEVEL	197	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	3	5	5	7
ASSET SIZE (MILLIONS)	206	$119.5	$156.0	$147.9	$188.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $250 TO $499 MILLION

Of the 3,203 banks submitting data for the national survey results, 106 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	103	$69,000	$80,952	$80,000	$91,500
BONUS	38	6,875	14,870	13,750	20,000
TOTAL COMPENSATION	103	70,003	86,438	84,300	100,000
AGE	100	49	55	56	60
YEARS OF EDUCATION	96	16	16	16	17
YEARS WITH PRESENT BANK	101	7	18	16	29
YEARS IN POSITION	102	3	8	5	10
REPORTING LEVEL	103	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	97	269	380	388	499
ASSET SIZE (MILLIONS)	103	$288.6	$356.5	$352.6	$420.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$48,500	$56,921	$55,000	$65,000
BONUS	30	6,225	11,447	9,950	13,531
TOTAL COMPENSATION	87	49,701	60,869	59,000	70,000
AGE	85	43	49	49	55
YEARS OF EDUCATION	82	16	16	16	16
YEARS WITH PRESENT BANK	86	6	16	14	25
YEARS IN POSITION	85	2	5	3	7
REPORTING LEVEL	85	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	80	54	254	262	386
ASSET SIZE (MILLIONS)	87	$288.6	$356.4	$351.0	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,350	$40,402	$40,000	$47,201
BONUS	18	1,975	6,488	5,400	9,500
TOTAL COMPENSATION	48	34,600	42,835	42,000	47,517
AGE	48	39	47	45	54
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	7	16	15	25
YEARS IN POSITION	48	2	5	4	6
REPORTING LEVEL	45	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	20	91	63	127
ASSET SIZE (MILLIONS)	48	$276.7	$349.9	$340.2	$417.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$16,316	$20,767	$20,000	$24,100
BONUS	10	450	3,273	1,550	5,112
TOTAL COMPENSATION	35	16,316	21,702	20,000	24,500
AGE	34	31	41	37	48
YEARS OF EDUCATION	34	16	16	16	16
YEARS WITH PRESENT BANK	34	6	11	9	14
YEARS IN POSITION	35	3	6	4	8
REPORTING LEVEL	34	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	24	1	2	2	3
ASSET SIZE (MILLIONS)	35	$326.5	$383.6	$390.0	$442.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	68	$26,052	$31,969	$31,450	$38,674
BONUS	27	2,000	4,554	4,000	6,000
TOTAL COMPENSATION	68	26,052	33,777	33,326	40,000
AGE	67	35	43	42	50
YEARS OF EDUCATION	65	16	16	16	17
YEARS WITH PRESENT BANK	68	7	13	11	16
YEARS IN POSITION	68	3	5	5	7
REPORTING LEVEL	66	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	61	2	6	4	9
ASSET SIZE (MILLIONS)	68	$292.9	$354.5	$345.4	$419.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$18,476	$25,160	$25,250	$30,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	19,625	27,060	26,500	32,400
AGE	9	33	41	37	50
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	3	8	7	12
YEARS IN POSITION	10	3	6	5	7
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	6	5	8
ASSET SIZE (MILLIONS)	10	$332.2	$393.0	$379.3	$464.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	66	$26,375	$31,972	$30,800	$37,000
BONUS	22	1,744	3,707	3,447	5,150
TOTAL COMPENSATION	66	27,375	33,207	31,348	38,125
AGE	64	38	45	45	51
YEARS OF EDUCATION	61	13	15	16	16
YEARS WITH PRESENT BANK	65	6	16	15	23
YEARS IN POSITION	65	2	4	3	6
REPORTING LEVEL	63	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	93	169	156	250
ASSET SIZE (MILLIONS)	66	$295.5	$365.7	$368.5	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$21,533	$26,099	$24,650	$30,000
BONUS	12	1,000	2,369	1,516	4,150
TOTAL COMPENSATION	42	21,533	26,776	25,400	31,065
AGE	40	41	47	48	53
YEARS OF EDUCATION	39	12	14	16	16
YEARS WITH PRESENT BANK	41	8	17	16	25
YEARS IN POSITION	41	3	7	5	10
REPORTING LEVEL	40	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	18	34	30	41
ASSET SIZE (MILLIONS)	42	$291.0	$361.3	$363.5	$425.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$18,200	$21,255	$20,350	$22,973
BONUS	20	838	2,322	1,350	3,600
TOTAL COMPENSATION	80	18,725	21,836	20,500	24,000
AGE	78	35	42	40	47
YEARS OF EDUCATION	76	12	14	14	16
YEARS WITH PRESENT BANK	79	8	15	12	21
YEARS IN POSITION	79	2	5	4	7
REPORTING LEVEL	77	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	79	11	16	15	18
ASSET SIZE (MILLIONS)	80	$287.1	$356.6	$352.2	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	76	$14,312	$16,778	$16,025	$18,000
BONUS	19	600	1,587	1,500	2,300
TOTAL COMPENSATION	76	14,525	17,175	16,350	18,357
AGE	74	33	39	37	44
YEARS OF EDUCATION	72	12	14	14	16
YEARS WITH PRESENT BANK	75	6	13	10	17
YEARS IN POSITION	75	3	4	3	5
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	75	5	7	7	8
ASSET SIZE (MILLIONS)	76	$292.1	$362.2	$366.0	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,900	$29,351	$27,900	$32,150
BONUS	16	813	4,797	2,400	6,000
TOTAL COMPENSATION	37	25,164	31,425	29,000	34,000
AGE	35	38	47	46	55
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	36	5	12	11	17
YEARS IN POSITION	37	2	5	4	9
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	29	1	3	2	5
ASSET SIZE (MILLIONS)	37	$284.4	$353.9	$360.0	$407.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$17,575	$21,331	$20,450	$25,000
BONUS	11	413	1,888	652	1,697
TOTAL COMPENSATION	42	17,575	21,825	20,699	25,000
AGE	41	36	47	47	57
YEARS OF EDUCATION	40	13	15	16	16
YEARS WITH PRESENT BANK	41	6	13	9	19
YEARS IN POSITION	41	3	5	4	7
REPORTING LEVEL	41	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	16	1	1	1	1
ASSET SIZE (MILLIONS)	42	$300.0	$373.6	$383.1	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$16,800	$20,705	$20,000	$25,000
BONUS	13	483	1,569	1,115	2,150
TOTAL COMPENSATION	61	17,400	21,039	20,000	25,100
AGE	60	31	42	38	51
YEARS OF EDUCATION	59	16	15	16	16
YEARS WITH PRESENT BANK	61	3	9	7	14
YEARS IN POSITION	61	2	4	3	6
REPORTING LEVEL	61	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	57	5	7	7	9
ASSET SIZE (MILLIONS)	61	$283.4	$347.8	$333.2	$404.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$30,000	$35,801	$36,000	$40,000
BONUS	33	1,888	4,643	3,800	5,651
TOTAL COMPENSATION	83	31,000	37,647	37,620	43,000
AGE	82	38	45	43	53
YEARS OF EDUCATION	81	16	16	16	17
YEARS WITH PRESENT BANK	83	8	15	12	18
YEARS IN POSITION	83	2	5	4	7
REPORTING LEVEL	83	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	77	7	20	13	25
ASSET SIZE (MILLIONS)	83	$291.0	$359.7	$360.0	$421.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	92	$21,500	$25,014	$25,000	$28,425
BONUS	24	1,035	2,565	1,737	2,895
TOTAL COMPENSATION	92	21,914	25,683	25,000	29,338
AGE	90	34	40	39	45
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	91	5	11	8	15
YEARS IN POSITION	91	2	4	4	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	3	5
ASSET SIZE (MILLIONS)	92	$289.2	$356.5	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$14,400	$17,438	$16,600	$19,400
BONUS	13	735	1,807	1,000	2,500
TOTAL COMPENSATION	61	14,650	17,823	16,700	19,900
AGE	61	29	32	31	35
YEARS OF EDUCATION	59	15	15	16	16
YEARS WITH PRESENT BANK	61	4	6	6	8
YEARS IN POSITION	61	1	2	2	3
REPORTING LEVEL	61	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	17	1	2	1	2
ASSET SIZE (MILLIONS)	61	$299.0	$362.2	$360.0	$421.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$25,000	$29,274	$28,124	$34,250
BONUS	11	1,500	4,874	3,700	6,000
TOTAL COMPENSATION	32	25,225	30,949	29,550	36,450
AGE	31	35	46	44	58
YEARS OF EDUCATION	31	13	15	16	16
YEARS WITH PRESENT BANK	32	7	17	14	24
YEARS IN POSITION	32	3	6	4	8
REPORTING LEVEL	32	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	3	5
ASSET SIZE (MILLIONS)	32	$298.6	$361.7	$359.0	$421.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	69	$25,050	$30,409	$30,000	$35,000
BONUS	18	1,600	3,111	3,250	4,275
TOTAL COMPENSATION	69	25,750	31,220	30,200	36,400
AGE	67	36	42	42	46
YEARS OF EDUCATION	65	13	15	15	16
YEARS WITH PRESENT BANK	68	4	10	9	16
YEARS IN POSITION	67	2	5	4	7
REPORTING LEVEL	66	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	64	19	48	35	69
ASSET SIZE (MILLIONS)	69	$294.1	$365.3	$367.0	$425.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$30,900	$38,233	$37,492	$44,000
BONUS	32	2,077	6,471	3,850	9,600
TOTAL COMPENSATION	87	32,000	40,613	38,000	48,738
AGE	85	38	45	45	53
YEARS OF EDUCATION	82	16	16	16	18
YEARS WITH PRESENT BANK	86	6	13	9	18
YEARS IN POSITION	86	2	6	6	8
REPORTING LEVEL	85	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	8	53	15	40
ASSET SIZE (MILLIONS)	87	$298.1	$363.1	$365.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$12,600	$15,682	$15,100	$18,000
BONUS	12	322	1,369	739	1,550
TOTAL COMPENSATION	75	12,600	15,901	15,100	18,400
AGE	74	32	38	35	44
YEARS OF EDUCATION	72	12	14	13	16
YEARS WITH PRESENT BANK	75	4	8	7	10
YEARS IN POSITION	75	2	4	2	5
REPORTING LEVEL	73	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	69	3	7	5	10
ASSET SIZE (MILLIONS)	75	$293.0	$362.5	$360.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$23,800	$27,564	$27,550	$31,000
BONUS	28	1,058	3,030	2,243	4,650
TOTAL COMPENSATION	86	24,350	28,550	28,053	32,000
AGE	83	39	47	48	55
YEARS OF EDUCATION	81	13	14	14	16
YEARS WITH PRESENT BANK	84	7	13	11	16
YEARS IN POSITION	84	2	6	4	8
REPORTING LEVEL	82	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	80	11	24	20	33
ASSET SIZE (MILLIONS)	86	$288.1	$357.5	$360.0	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$14,211	$17,402	$16,875	$20,075
BONUS	17	825	1,656	1,500	2,031
TOTAL COMPENSATION	86	14,288	17,729	17,000	20,370
AGE	85	33	40	38	45
YEARS OF EDUCATION	83	12	14	13	16
YEARS WITH PRESENT BANK	86	6	11	9	13
YEARS IN POSITION	85	2	5	4	6
REPORTING LEVEL	84	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	56	3	11	7	15
ASSET SIZE (MILLIONS)	86	$286.2	$355.6	$356.3	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	89	$21,000	$24,595	$24,000	$27,450
BONUS	24	1,500	2,598	2,185	3,650
TOTAL COMPENSATION	89	21,620	25,296	24,500	28,400
AGE	87	34	41	39	46
YEARS OF EDUCATION	86	14	15	16	16
YEARS WITH PRESENT BANK	88	3	11	9	17
YEARS IN POSITION	88	2	6	4	9
REPORTING LEVEL	85	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	86	4	7	6	8
ASSET SIZE (MILLIONS)	89	$287.6	$356.7	$358.0	$421.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$22,450	$31,463	$28,800	$41,550
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	22,968	34,335	28,800	45,450
AGE	13	37	47	45	57
YEARS OF EDUCATION	12	16	16	16	16
YEARS WITH PRESENT BANK	13	6	10	9	15
YEARS IN POSITION	13	2	5	4	8
REPORTING LEVEL	13	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	10	3	10	6	18
ASSET SIZE (MILLIONS)	13	$352.2	$405.5	$421.3	$466.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$18,000	$23,844	$23,000	$27,000
BONUS	10	607	1,629	1,500	1,943
TOTAL COMPENSATION	52	18,079	24,157	23,000	28,375
AGE	50	34	43	39	51
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	51	3	9	6	11
YEARS IN POSITION	51	2	4	2	5
REPORTING LEVEL	50	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	2	8	4	10
ASSET SIZE (MILLIONS)	52	$300.0	$363.6	$360.0	$427.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	74	$23,000	$28,637	$26,375	$34,563
BONUS	23	1,000	2,817	1,911	2,750
TOTAL COMPENSATION	74	24,133	29,513	27,700	34,563
AGE	72	35	42	41	48
YEARS OF EDUCATION	71	16	16	16	16
YEARS WITH PRESENT BANK	73	4	9	9	13
YEARS IN POSITION	73	2	5	3	6
REPORTING LEVEL	72	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	69	2	7	3	6
ASSET SIZE (MILLIONS)	74	$290.4	$354.0	$349.1	$416.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$24,791	$28,995	$28,260	$32,650
BONUS	27	1,188	3,444	2,000	4,800
TOTAL COMPENSATION	80	25,070	30,158	28,794	34,075
AGE	80	39	46	45	53
YEARS OF EDUCATION	77	13	15	16	16
YEARS WITH PRESENT BANK	80	5	14	13	20
YEARS IN POSITION	80	2	5	4	6
REPORTING LEVEL	79	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	75	5	10	7	12
ASSET SIZE (MILLIONS)	80	$289.2	$356.8	$356.3	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$17,342	$20,919	$20,646	$23,000
BONUS	20	525	2,177	1,260	3,241
TOTAL COMPENSATION	72	17,540	21,524	20,646	24,450
AGE	72	33	40	38	45
YEARS OF EDUCATION	69	12	14	15	16
YEARS WITH PRESENT BANK	72	5	13	10	18
YEARS IN POSITION	71	3	5	4	6
REPORTING LEVEL	70	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	2	6	4	7
ASSET SIZE (MILLIONS)	72	$284.2	$360.7	$362.5	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$12,500	$14,704	$14,500	$16,425
BONUS	6	371	1,055	550	1,950
TOTAL COMPENSATION	44	12,500	14,848	14,813	16,500
AGE	44	28	37	32	40
YEARS OF EDUCATION	42	12	14	14	16
YEARS WITH PRESENT BANK	44	4	7	7	8
YEARS IN POSITION	44	2	3	2	3
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	20	1	3	3	5
ASSET SIZE (MILLIONS)	44	$294.7	$364.6	$366.4	$424.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$10,600	$13,798	$13,500	$16,200
BONUS	10	450	1,059	753	1,701
TOTAL COMPENSATION	47	10,800	14,023	13,600	16,380
AGE	45	36	48	51	58
YEARS OF EDUCATION	44	12	13	12	14
YEARS WITH PRESENT BANK	47	7	17	13	23
YEARS IN POSITION	47	3	5	4	7
REPORTING LEVEL	46	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	26	3	9	7	12
ASSET SIZE (MILLIONS)	47	$286.7	$356.2	$346.5	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$9,975	$11,486	$11,100	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	10,375	11,604	11,350	12,000
AGE	9	26	32	33	38
YEARS OF EDUCATION	9	17	17	17	18
YEARS WITH PRESENT BANK	10	1	2	2	2
YEARS IN POSITION	8	1	2	2	2
REPORTING LEVEL	11	6	5	5	3
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	14	$296.3	$373.8	$376.5	$428.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$9,600	$10,855	$10,800	$11,630
BONUS	9	255	700	479	770
TOTAL COMPENSATION	61	9,637	10,958	10,800	11,994
AGE	54	24	26	25	27
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	56	1	2	2	2
YEARS IN POSITION	55	1	2	2	2
REPORTING LEVEL	52	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	61	$295.5	$354.8	$344.3	$414.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$25,975	$32,874	$31,950	$38,120
BONUS	33	1,550	4,811	3,500	5,750
TOTAL COMPENSATION	88	26,874	34,679	32,632	40,250
AGE	85	38	44	42	50
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	9	16	14	23
YEARS IN POSITION	87	2	5	4	7
REPORTING LEVEL	86	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	52	97	80	130
ASSET SIZE (MILLIONS)	88	$285.4	$356.2	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$22,800	$26,699	$25,000	$34,100
BONUS	6	938	1,958	1,550	2,675
TOTAL COMPENSATION	19	22,800	27,317	25,000	34,200
AGE	18	37	44	44	51
YEARS OF EDUCATION	17	13	15	16	16
YEARS WITH PRESENT BANK	18	9	16	13	21
YEARS IN POSITION	18	3	5	4	6
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	10	24	19	38
ASSET SIZE (MILLIONS)	19	$285.0	$353.5	$358.0	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$13,400	$17,480	$16,900	$21,700
BONUS	5	400	1,030	750	1,800
TOTAL COMPENSATION	23	13,500	17,704	17,250	21,700
AGE	23	32	40	38	56
YEARS OF EDUCATION	22	12	14	14	16
YEARS WITH PRESENT BANK	23	5	12	9	12
YEARS IN POSITION	23	1	4	3	5
REPORTING LEVEL	22	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	7	5	6	6	8
ASSET SIZE (MILLIONS)	23	$298.1	$362.1	$360.0	$415.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	98	$21,000	$24,928	$24,804	$27,500
BONUS	29	1,500	2,581	2,000	4,000
TOTAL COMPENSATION	98	21,000	25,692	25,000	29,050
AGE	96	35	43	42	50
YEARS OF EDUCATION	94	14	16	16	17
YEARS WITH PRESENT BANK	97	4	12	8	16
YEARS IN POSITION	97	2	5	4	8
REPORTING LEVEL	96	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	95	3	16	6	8
ASSET SIZE (MILLIONS)	98	$291.6	$359.5	$359.0	$422.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$15,522	$21,123	$21,999	$25,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	19	15,522	21,850	23,709	25,000
AGE	19	36	42	38	49
YEARS OF EDUCATION	19	13	15	16	16
YEARS WITH PRESENT BANK	19	8	15	11	18
YEARS IN POSITION	19	3	7	5	8
REPORTING LEVEL	19	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	3	5
ASSET SIZE (MILLIONS)	19	$288.6	$357.4	$344.3	$447.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$16,875	$20,473	$20,300	$24,500
BONUS	14	1,075	2,395	1,858	3,400
TOTAL COMPENSATION	62	16,875	21,014	20,450	25,663
AGE	61	40	49	51	57
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	5	13	9	17
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	2	11	5	12
ASSET SIZE (MILLIONS)	62	$289.9	$363.5	$369.5	$429.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$12,499	$16,985	$17,212	$20,000
BONUS	5	393	1,960	2,500	3,257
TOTAL COMPENSATION	35	12,499	17,265	17,500	20,000
AGE	35	31	39	37	48
YEARS OF EDUCATION	34	13	15	16	17
YEARS WITH PRESENT BANK	35	3	8	6	13
YEARS IN POSITION	35	2	4	3	5
REPORTING LEVEL	33	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	17	1	4	2	5
ASSET SIZE (MILLIONS)	35	$291.8	$355.2	$344.3	$400.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$32,084	$38,339	$38,000	$43,000
BONUS	30	2,422	5,209	4,350	7,050
TOTAL COMPENSATION	91	34,000	40,056	39,800	45,300
AGE	88	43	49	50	55
YEARS OF EDUCATION	88	16	17	17	19
YEARS WITH PRESENT BANK	90	8	15	15	20
YEARS IN POSITION	90	3	7	6	9
REPORTING LEVEL	88	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	87	12	22	19	30
ASSET SIZE (MILLIONS)	91	$286.7	$356.5	$351.8	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	81	$16,100	$20,019	$19,080	$23,100
BONUS	18	938	1,821	1,500	2,925
TOTAL COMPENSATION	81	16,250	20,423	20,000	23,880
AGE	79	35	42	39	50
YEARS OF EDUCATION	79	12	14	14	16
YEARS WITH PRESENT BANK	80	5	11	10	15
YEARS IN POSITION	80	2	5	4	7
REPORTING LEVEL	79	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	74	5	10	9	14
ASSET SIZE (MILLIONS)	81	$289.8	$360.5	$360.0	$423.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $500 TO $999 MILLION

Of the 3,203 banks submitting data for the national survey results, 54 banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$83,063	$103,346	$99,250	$124,375
BONUS	21	9,378	21,964	17,300	24,626
TOTAL COMPENSATION	52	86,635	112,216	103,300	130,000
AGE	52	49	55	56	60
YEARS OF EDUCATION	48	16	17	16	18
YEARS WITH PRESENT BANK	52	11	22	25	32
YEARS IN POSITION	52	4	8	6	11
REPORTING LEVEL	52	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	50	544	709	708	867
ASSET SIZE (MILLIONS)	52	$542.0	$649.2	$635.8	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$54,000	$64,105	$63,000	$74,500
BONUS	20	3,601	11,566	9,132	18,308
TOTAL COMPENSATION	47	54,000	69,027	63,969	81,000
AGE	47	42	51	53	57
YEARS OF EDUCATION	44	16	17	16	18
YEARS WITH PRESENT BANK	47	11	20	21	30
YEARS IN POSITION	47	3	6	5	8
REPORTING LEVEL	45	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	153	461	464	749
ASSET SIZE (MILLIONS)	47	$542.0	$647.7	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$40,000	$47,990	$44,000	$51,500
BONUS	8	1,928	7,242	3,468	16,385
TOTAL COMPENSATION	19	40,550	51,039	47,070	56,000
AGE	19	41	50	50	55
YEARS OF EDUCATION	18	16	16	16	16
YEARS WITH PRESENT BANK	19	7	18	16	28
YEARS IN POSITION	19	2	5	3	6
REPORTING LEVEL	19	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	18	37	217	98	260
ASSET SIZE (MILLIONS)	19	$540.8	$655.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$19,000	$23,017	$21,300	$26,250
BONUS	6	709	1,304	1,390	1,845
TOTAL COMPENSATION	27	19,000	23,306	21,487	26,250
AGE	27	34	45	42	56
YEARS OF EDUCATION	26	13	15	16	16
YEARS WITH PRESENT BANK	27	3	9	6	15
YEARS IN POSITION	26	2	5	3	7
REPORTING LEVEL	27	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	22	1	3	2	4
ASSET SIZE (MILLIONS)	27	$544.5	$668.3	$625.0	$825.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$30,875	$39,329	$38,417	$45,000
BONUS	13	1,250	4,958	3,000	6,580
TOTAL COMPENSATION	40	32,125	40,940	39,000	47,684
AGE	40	39	47	47	52
YEARS OF EDUCATION	38	16	16	16	18
YEARS WITH PRESENT BANK	40	7	16	14	22
YEARS IN POSITION	40	3	6	5	9
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	37	3	38	7	20
ASSET SIZE (MILLIONS)	40	$541.1	$647.9	$621.7	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$24,000	$29,907	$28,000	$35,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	24,000	30,268	28,000	35,000
AGE	15	36	43	42	50
YEARS OF EDUCATION	15	12	15	16	16
YEARS WITH PRESENT BANK	15	10	15	11	22
YEARS IN POSITION	15	4	6	6	8
REPORTING LEVEL	15	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	14	3	5	5	6
ASSET SIZE (MILLIONS)	15	$542.3	$676.0	$671.9	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$29,475	$35,681	$34,750	$39,000
BONUS	14	1,306	5,833	1,981	13,011
TOTAL COMPENSATION	42	29,875	37,626	35,785	40,125
AGE	42	42	48	48	54
YEARS OF EDUCATION	40	12	14	15	16
YEARS WITH PRESENT BANK	42	9	19	17	26
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	40	160	264	227	360
ASSET SIZE (MILLIONS)	42	$540.0	$647.6	$584.7	$752.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$20,850	$26,544	$25,875	$30,875
BONUS	5	775	1,116	800	1,616
TOTAL COMPENSATION	30	20,850	26,730	25,875	31,475
AGE	30	37	43	43	49
YEARS OF EDUCATION	28	14	15	16	16
YEARS WITH PRESENT BANK	29	11	17	18	23
YEARS IN POSITION	30	2	5	4	6
REPORTING LEVEL	28	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	21	32	30	35
ASSET SIZE (MILLIONS)	30	$536.9	$641.1	$629.3	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$17,685	$20,822	$20,374	$23,300
BONUS	12	724	2,685	818	2,666
TOTAL COMPENSATION	43	18,000	21,572	20,800	23,430
AGE	43	35	41	39	46
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	43	8	16	14	22
YEARS IN POSITION	43	3	5	4	5
REPORTING LEVEL	41	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	41	11	15	13	18
ASSET SIZE (MILLIONS)	43	$540.8	$653.8	$633.6	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,109	$16,952	$16,606	$18,518
BONUS	11	541	986	711	1,260
TOTAL COMPENSATION	46	15,273	17,188	16,912	18,579
AGE	46	34	41	39	46
YEARS OF EDUCATION	43	12	14	13	16
YEARS WITH PRESENT BANK	46	8	13	11	17
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	44	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	44	6	7	8	8
ASSET SIZE (MILLIONS)	46	$540.0	$646.0	$615.2	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$21,400	$30,829	$27,350	$32,621
BONUS	7	800	1,687	1,452	2,752
TOTAL COMPENSATION	31	21,674	31,210	27,500	32,621
AGE	31	36	45	41	52
YEARS OF EDUCATION	31	12	15	16	16
YEARS WITH PRESENT BANK	31	7	15	13	22
YEARS IN POSITION	31	2	5	4	7
REPORTING LEVEL	31	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	4	7
ASSET SIZE (MILLIONS)	31	$542.0	$647.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$17,500	$20,722	$20,845	$23,530
BONUS	6	789	1,757	1,781	2,516
TOTAL COMPENSATION	28	18,115	21,098	21,650	23,772
AGE	28	34	43	45	51
YEARS OF EDUCATION	28	12	15	16	16
YEARS WITH PRESENT BANK	28	4	11	10	15
YEARS IN POSITION	28	2	5	3	8
REPORTING LEVEL	27	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	1	3	1	2
ASSET SIZE (MILLIONS)	28	$538.5	$664.6	$639.5	$781.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,888	$23,466	$20,000	$23,750
BONUS	9	870	1,576	1,000	2,189
TOTAL COMPENSATION	40	18,000	23,821	20,490	23,750
AGE	40	34	40	38	47
YEARS OF EDUCATION	37	15	15	16	16
YEARS WITH PRESENT BANK	40	5	10	8	12
YEARS IN POSITION	40	2	3	3	4
REPORTING LEVEL	38	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	5	35	12	17
ASSET SIZE (MILLIONS)	40	$541.1	$653.5	$639.5	$733.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$32,800	$38,611	$38,500	$42,500
BONUS	12	1,588	5,069	4,076	7,375
TOTAL COMPENSATION	47	33,249	39,905	39,300	44,793
AGE	47	39	45	44	49
YEARS OF EDUCATION	44	14	16	16	16
YEARS WITH PRESENT BANK	47	6	15	15	19
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	45	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	44	11	27	17	30
ASSET SIZE (MILLIONS)	47	$542.0	$647.4	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$21,822	$26,998	$26,500	$31,225
BONUS	9	1,135	2,036	1,675	2,805
TOTAL COMPENSATION	49	23,172	27,372	27,000	31,750
AGE	49	35	41	39	47
YEARS OF EDUCATION	45	15	16	16	17
YEARS WITH PRESENT BANK	49	7	13	12	16
YEARS IN POSITION	49	3	5	5	7
REPORTING LEVEL	47	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	25	1	3	2	5
ASSET SIZE (MILLIONS)	49	$541.4	$642.4	$633.6	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$18,192	$18,300	$19,600
BONUS	7	800	1,186	916	2,016
TOTAL COMPENSATION	43	16,100	18,386	18,300	20,000
AGE	43	30	33	33	34
YEARS OF EDUCATION	41	16	16	16	17
YEARS WITH PRESENT BANK	43	4	7	7	10
YEARS IN POSITION	43	2	3	2	3
REPORTING LEVEL	41	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	12	1	3	1	5
ASSET SIZE (MILLIONS)	43	$542.3	$644.8	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$26,925	$34,649	$35,000	$41,475
BONUS	7	1,000	4,949	3,920	9,925
TOTAL COMPENSATION	24	27,000	36,092	35,000	41,875
AGE	24	39	48	46	58
YEARS OF EDUCATION	22	14	15	16	16
YEARS WITH PRESENT BANK	24	9	19	17	28
YEARS IN POSITION	24	2	6	5	8
REPORTING LEVEL	24	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	21	4	8	5	9
ASSET SIZE (MILLIONS)	24	$550.6	$669.9	$644.5	$743.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$30,350	$35,158	$34,000	$39,800
BONUS	15	1,409	4,254	2,290	4,640
TOTAL COMPENSATION	41	30,900	36,714	35,000	42,000
AGE	41	41	45	45	50
YEARS OF EDUCATION	39	13	15	16	16
YEARS WITH PRESENT BANK	41	7	13	12	16
YEARS IN POSITION	41	3	6	5	10
REPORTING LEVEL	40	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	37	74	71	100
ASSET SIZE (MILLIONS)	41	$542.3	$658.8	$638.0	$741.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$31,688	$41,138	$38,400	$46,250
BONUS	18	1,775	5,136	2,953	8,625
TOTAL COMPENSATION	49	32,250	43,025	41,000	52,603
AGE	49	39	46	46	53
YEARS OF EDUCATION	46	16	16	16	18
YEARS WITH PRESENT BANK	49	8	16	13	23
YEARS IN POSITION	49	3	7	5	10
REPORTING LEVEL	48	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	45	16	94	25	41
ASSET SIZE (MILLIONS)	49	$542.1	$648.9	$638.0	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$14,000	$18,133	$17,000	$21,323
BONUS	8	411	855	618	1,347
TOTAL COMPENSATION	44	14,025	18,289	17,150	21,558
AGE	44	34	41	38	48
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	44	4	9	8	13
YEARS IN POSITION	44	2	4	2	5
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	41	7	13	11	17
ASSET SIZE (MILLIONS)	44	$542.3	$658.6	$639.5	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$24,796	$29,108	$29,600	$33,655
BONUS	13	1,178	3,612	2,200	5,240
TOTAL COMPENSATION	49	25,000	30,066	29,600	34,100
AGE	49	42	48	49	55
YEARS OF EDUCATION	46	13	14	14	16
YEARS WITH PRESENT BANK	49	10	17	16	24
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	47	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	46	19	35	36	50
ASSET SIZE (MILLIONS)	49	$541.4	$646.1	$633.6	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$15,500	$19,639	$18,000	$22,200
BONUS	9	710	1,258	800	1,850
TOTAL COMPENSATION	47	15,525	19,880	18,038	22,500
AGE	47	33	41	38	48
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	47	7	12	11	16
YEARS IN POSITION	46	2	5	4	7
REPORTING LEVEL	45	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	32	2	15	7	28
ASSET SIZE (MILLIONS)	47	$540.8	$644.1	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$23,674	$28,083	$27,500	$30,650
BONUS	13	959	2,388	1,388	3,955
TOTAL COMPENSATION	49	24,235	28,717	27,974	32,080
AGE	49	39	46	45	54
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	49	8	17	16	24
YEARS IN POSITION	49	3	9	7	12
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	7	10	10	14
ASSET SIZE (MILLIONS)	49	$542.1	$654.3	$638.0	$729.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$25,250	$31,848	$30,579	$39,750
BONUS	6	886	4,783	4,990	7,750
TOTAL COMPENSATION	21	25,250	33,215	30,800	42,490
AGE	21	33	45	45	55
YEARS OF EDUCATION	19	16	16	16	17
YEARS WITH PRESENT BANK	21	5	10	9	15
YEARS IN POSITION	21	2	5	4	9
REPORTING LEVEL	21	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	21	6	12	8	19
ASSET SIZE (MILLIONS)	21	$542.1	$687.5	$672.3	$826.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$18,235	$27,512	$24,750	$27,225
BONUS	6	1,009	5,582	2,006	9,300
TOTAL COMPENSATION	32	18,405	28,559	24,750	27,225
AGE	32	34	41	40	48
YEARS OF EDUCATION	30	14	15	16	16
YEARS WITH PRESENT BANK	32	3	11	10	17
YEARS IN POSITION	32	2	4	3	5
REPORTING LEVEL	30	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	26	2	10	3	10
ASSET SIZE (MILLIONS)	32	$541.1	$636.3	$582.7	$688.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$26,500	$32,193	$33,150	$37,900
BONUS	15	1,293	3,568	2,800	5,000
TOTAL COMPENSATION	43	27,500	33,437	35,499	39,500
AGE	43	40	46	45	54
YEARS OF EDUCATION	40	16	16	16	17
YEARS WITH PRESENT BANK	43	8	15	13	20
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	4	8	5	10
ASSET SIZE (MILLIONS)	43	$542.0	$650.0	$640.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$28,000	$33,531	$32,500	$38,400
BONUS	17	1,514	3,434	1,971	4,490
TOTAL COMPENSATION	47	28,500	34,773	34,329	39,583
AGE	47	39	47	46	53
YEARS OF EDUCATION	45	13	15	15	16
YEARS WITH PRESENT BANK	47	9	16	14	22
YEARS IN POSITION	47	2	6	5	9
REPORTING LEVEL	45	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	44	8	16	13	22
ASSET SIZE (MILLIONS)	47	$542.0	$650.9	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$18,034	$22,365	$21,600	$26,250
BONUS	10	853	1,552	1,308	2,083
TOTAL COMPENSATION	46	18,938	22,702	21,950	26,250
AGE	46	36	44	43	51
YEARS OF EDUCATION	44	13	15	16	16
YEARS WITH PRESENT BANK	46	9	15	13	22
YEARS IN POSITION	44	3	6	4	8
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	30	2	5	4	6
ASSET SIZE (MILLIONS)	46	$541.7	$641.8	$629.3	$691.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,025	$16,456	$16,213	$18,225
BONUS	7	725	1,092	886	1,420
TOTAL COMPENSATION	36	14,025	16,668	16,607	18,525
AGE	36	30	36	32	42
YEARS OF EDUCATION	34	12	14	16	16
YEARS WITH PRESENT BANK	36	4	9	8	13
YEARS IN POSITION	36	2	3	3	4
REPORTING LEVEL	34	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	15	1	6	5	6
ASSET SIZE (MILLIONS)	36	$545.1	$652.9	$639.5	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$11,963	$14,526	$14,000	$15,900
BONUS	5	707	1,493	1,200	2,425
TOTAL COMPENSATION	25	12,082	14,825	14,000	16,293
AGE	25	32	43	43	50
YEARS OF EDUCATION	24	12	13	12	14
YEARS WITH PRESENT BANK	25	9	14	11	21
YEARS IN POSITION	25	3	4	4	7
REPORTING LEVEL	25	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	10	4	12	9	11
ASSET SIZE (MILLIONS)	25	$539.6	$659.7	$633.6	$748.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$11,850	$13,561	$12,708	$15,411
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	12,000	13,654	12,708	15,411
AGE	12	26	28	27	30
YEARS OF EDUCATION	13	17	18	18	18
YEARS WITH PRESENT BANK	12	2	3	2	3
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	14	$545.7	$691.0	$672.8	$761.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$9,636	$10,509	$10,500	$11,000
BONUS	6	170	484	403	733
TOTAL COMPENSATION	39	9,636	10,583	10,500	11,500
AGE	36	24	26	24	27
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	37	2	3	2	3
YEARS IN POSITION	35	1	2	2	2
REPORTING LEVEL	35	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	39	$542.0	$653.2	$641.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$31,404	$37,583	$37,000	$42,200
BONUS	17	1,638	4,792	2,099	8,700
TOTAL COMPENSATION	45	32,500	39,394	40,500	45,000
AGE	45	41	47	48	54
YEARS OF EDUCATION	42	13	15	16	16
YEARS WITH PRESENT BANK	45	12	19	17	30
YEARS IN POSITION	44	3	5	4	7
REPORTING LEVEL	43	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	42	104	215	161	226
ASSET SIZE (MILLIONS)	45	$541.4	$642.0	$638.0	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$21,700	$32,297	$31,500	$41,500
BONUS	5	4,900	8,619	8,500	12,399
TOTAL COMPENSATION	15	23,800	35,170	35,000	43,938
AGE	15	37	46	49	53
YEARS OF EDUCATION	14	12	15	16	16
YEARS WITH PRESENT BANK	15	10	14	14	17
YEARS IN POSITION	15	2	4	3	5
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	14	12	112	24	241
ASSET SIZE (MILLIONS)	15	$542.3	$669.4	$641.0	$828.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$14,263	$17,390	$16,550	$19,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	14,459	17,672	16,736	19,000
AGE	16	32	38	37	47
YEARS OF EDUCATION	15	12	14	14	16
YEARS WITH PRESENT BANK	15	7	13	10	19
YEARS IN POSITION	16	2	4	3	5
REPORTING LEVEL	15	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	5	47	10	12
ASSET SIZE (MILLIONS)	16	$545.9	$693.4	$659.0	$833.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$24,583	$29,710	$29,750	$33,875
BONUS	18	1,369	3,851	2,551	6,425
TOTAL COMPENSATION	52	24,927	31,043	29,750	35,000
AGE	52	38	47	46	57
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	6	14	11	21
YEARS IN POSITION	52	3	7	5	10
REPORTING LEVEL	50	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	7	12	11	16
ASSET SIZE (MILLIONS)	52	$542.0	$644.5	$629.3	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$16,925	$23,232	$25,000	$27,650
BONUS	9	745	2,413	1,151	2,545
TOTAL COMPENSATION	24	17,983	24,137	25,000	27,950
AGE	24	33	40	38	45
YEARS OF EDUCATION	23	16	16	16	17
YEARS WITH PRESENT BANK	24	5	12	9	16
YEARS IN POSITION	24	2	6	4	7
REPORTING LEVEL	24	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	18	2	5	4	6
ASSET SIZE (MILLIONS)	24	$575.4	$696.1	$672.8	$813.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$17,500	$21,549	$21,900	$26,000
BONUS	12	660	2,022	863	3,038
TOTAL COMPENSATION	47	17,500	22,065	21,900	26,400
AGE	47	42	50	50	58
YEARS OF EDUCATION	45	12	14	13	16
YEARS WITH PRESENT BANK	47	8	14	12	17
YEARS IN POSITION	46	3	6	5	8
REPORTING LEVEL	44	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	33	3	16	8	22
ASSET SIZE (MILLIONS)	47	$542.3	$659.4	$648.0	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$14,000	$18,203	$16,500	$22,000
BONUS	6	800	1,444	1,072	2,130
TOTAL COMPENSATION	31	14,040	18,482	16,500	23,500
AGE	30	31	39	35	49
YEARS OF EDUCATION	27	13	15	16	16
YEARS WITH PRESENT BANK	30	3	8	5	9
YEARS IN POSITION	29	2	3	3	3
REPORTING LEVEL	29	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	24	1	4	3	5
ASSET SIZE (MILLIONS)	31	$547.0	$665.2	$666.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$36,434	$44,215	$43,500	$50,500
BONUS	15	2,002	5,204	2,900	8,500
TOTAL COMPENSATION	43	37,000	46,030	44,500	53,500
AGE	43	45	51	49	57
YEARS OF EDUCATION	41	16	17	18	19
YEARS WITH PRESENT BANK	43	7	16	15	23
YEARS IN POSITION	43	4	8	6	10
REPORTING LEVEL	42	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	24	41	36	58
ASSET SIZE (MILLIONS)	43	$542.0	$652.4	$638.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$18,781	$22,921	$21,896	$25,850
BONUS	9	767	1,697	1,103	2,920
TOTAL COMPENSATION	45	19,100	23,260	22,000	26,950
AGE	45	34	41	38	48
YEARS OF EDUCATION	43	13	15	16	16
YEARS WITH PRESENT BANK	45	6	10	10	14
YEARS IN POSITION	45	2	5	5	9
REPORTING LEVEL	44	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	11	18	15	27
ASSET SIZE (MILLIONS)	45	$541.4	$647.0	$633.6	$709.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $1 BILLION AND OVER

Of the 3,203 banks submitting data for the national survey results, 78 banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	77	$98,750	$139,960	$130,000	$180,130
BONUS	44	9,250	40,579	30,000	51,975
TOTAL COMPENSATION	77	102,700	163,148	145,000	200,000
AGE	76	51	55	56	60
YEARS OF EDUCATION	73	16	16	16	18
YEARS WITH PRESENT BANK	76	7	20	21	32
YEARS IN POSITION	75	3	6	5	7
REPORTING LEVEL	77	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	74	820	2,689	1,609	3,525
ASSET SIZE (MILLIONS)	77	$1,303.9	$11,028.4	$2,400.0	$11,812.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$74,675	$100,395	$94,900	$127,343
BONUS	44	5,918	25,499	17,070	35,000
TOTAL COMPENSATION	70	75,000	116,423	106,017	135,125
AGE	68	47	51	51	56
YEARS OF EDUCATION	66	16	16	16	17
YEARS WITH PRESENT BANK	69	8	18	15	30
YEARS IN POSITION	68	2	4	4	5
REPORTING LEVEL	67	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	67	191	1,972	937	1,900
ASSET SIZE (MILLIONS)	70	$1,300.0	$10,396.0	$2,407.3	$11,656.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$47,015	$64,053	$60,000	$77,500
BONUS	23	5,000	12,992	11,700	15,500
TOTAL COMPENSATION	41	50,015	71,342	65,000	80,825
AGE	41	45	49	49	56
YEARS OF EDUCATION	39	15	16	16	17
YEARS WITH PRESENT BANK	41	12	19	18	29
YEARS IN POSITION	39	2	5	5	7
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	40	66	460	226	658
ASSET SIZE (MILLIONS)	41	$1,300.0	$8,805.4	$2,257.6	$4,600.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$21,062	$27,399	$25,000	$32,448
BONUS	5	1,322	6,570	2,716	13,746
TOTAL COMPENSATION	45	21,062	28,129	25,600	32,448
AGE	44	33	42	40	52
YEARS OF EDUCATION	42	16	16	16	17
YEARS WITH PRESENT BANK	45	4	9	8	12
YEARS IN POSITION	44	2	4	4	6
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	39	2	6	4	7
ASSET SIZE (MILLIONS)	45	$1,303.9	$4,250.3	$2,220.0	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$39,300	$52,468	$50,000	$59,158
BONUS	32	4,238	10,758	7,227	14,796
TOTAL COMPENSATION	53	42,625	58,964	51,332	68,100
AGE	50	37	45	45	53
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	52	7	15	12	23
YEARS IN POSITION	51	3	6	5	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	8	41	20	35
ASSET SIZE (MILLIONS)	53	$1,261.5	$5,012.7	$2,103.7	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	33	$24,690	$39,622	$33,900	$40,750
BONUS	8	2,075	12,174	5,834	17,000
TOTAL COMPENSATION	33	24,690	42,573	35,500	52,110
AGE	32	37	45	43	50
YEARS OF EDUCATION	31	14	16	16	18
YEARS WITH PRESENT BANK	33	6	11	8	15
YEARS IN POSITION	31	3	4	4	5
REPORTING LEVEL	32	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	27	5	30	9	22
ASSET SIZE (MILLIONS)	33	$1,261.5	$5,617.5	$2,305.2	$4,554.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,250	$43,710	$41,175	$51,775
BONUS	22	3,940	10,477	5,749	13,625
TOTAL COMPENSATION	48	33,250	48,512	43,950	55,375
AGE	47	41	47	46	52
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	11	20	17	30
YEARS IN POSITION	47	2	4	4	5
REPORTING LEVEL	44	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	43	272	984	546	928
ASSET SIZE (MILLIONS)	48	$1,300.6	$5,533.9	$2,262.6	$4,481.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$24,795	$29,696	$30,500	$34,400
BONUS	10	1,600	4,896	4,353	7,195
TOTAL COMPENSATION	41	24,795	30,890	30,500	35,954
AGE	39	41	46	47	52
YEARS OF EDUCATION	35	14	15	16	16
YEARS WITH PRESENT BANK	40	11	18	18	26
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	39	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	38	30	39	36	47
ASSET SIZE (MILLIONS)	41	$1,261.5	$4,674.0	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$19,725	$22,714	$21,750	$27,000
BONUS	15	1,216	2,610	1,850	3,606
TOTAL COMPENSATION	54	19,975	23,439	22,050	27,387
AGE	52	35	44	42	52
YEARS OF EDUCATION	50	13	15	15	16
YEARS WITH PRESENT BANK	53	10	17	13	23
YEARS IN POSITION	51	2	5	3	5
REPORTING LEVEL	52	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	50	10	16	15	20
ASSET SIZE (MILLIONS)	54	$1,280.7	$6,801.7	$2,071.8	$4,331.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$15,664	$18,364	$18,000	$20,765
BONUS	16	1,004	1,922	1,460	3,098
TOTAL COMPENSATION	53	16,395	18,945	18,150	20,840
AGE	51	33	41	41	48
YEARS OF EDUCATION	49	12	14	14	16
YEARS WITH PRESENT BANK	52	7	13	11	18
YEARS IN POSITION	50	2	3	3	5
REPORTING LEVEL	50	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	49	6	8	7	9
ASSET SIZE (MILLIONS)	53	$1,300.0	$8,392.2	$2,103.7	$4,454.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$28,413	$34,206	$32,682	$41,833
BONUS	8	1,177	3,525	3,000	5,911
TOTAL COMPENSATION	22	28,613	35,488	33,532	44,748
AGE	22	39	48	46	57
YEARS OF EDUCATION	22	16	16	16	17
YEARS WITH PRESENT BANK	22	7	15	13	18
YEARS IN POSITION	22	2	5	4	8
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	19	3	13	7	16
ASSET SIZE (MILLIONS)	22	$1,209.7	$8,343.2	$1,866.9	$8,072.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$17,600	$23,269	$21,610	$29,000
BONUS	5	799	2,283	1,850	3,985
TOTAL COMPENSATION	31	17,600	23,638	21,950	29,000
AGE	29	39	45	43	55
YEARS OF EDUCATION	29	14	15	16	16
YEARS WITH PRESENT BANK	30	6	13	12	16
YEARS IN POSITION	29	2	4	4	6
REPORTING LEVEL	29	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	14	I	6	2	7
ASSET SIZE (MILLIONS)	31	$1,219.0	$6,712.6	$1,618.3	$3,056.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$20,100	$29,123	$27,000	$35,250
BONUS	14	1,935	3,863	4,063	5,188
TOTAL COMPENSATION	53	20,704	30,143	28,500	36,320
AGE	52	33	39	36	44
YEARS OF EDUCATION	50	16	16	16	16
YEARS WITH PRESENT BANK	53	6	10	8	13
YEARS IN POSITION	52	2	3	3	4
REPORTING LEVEL	52	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	51	12	26	20	38
ASSET SIZE (MILLIONS)	53	$1,301.3	$6,992.3	$2,115.5	$4,382.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$34,000	$49,596	$42,000	$55,000
BONUS	26	4,300	9,936	6,995	10,750
TOTAL COMPENSATION	51	36,000	54,662	47,038	64,000
AGE	50	38	44	43	48
YEARS OF EDUCATION	48	16	16	16	18
YEARS WITH PRESENT BANK	51	7	14	13	19
YEARS IN POSITION	49	2	4	4	5
REPORTING LEVEL	50	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	49	14	70	35	88
ASSET SIZE (MILLIONS)	51	$1,283.0	$7,026.1	$2,103.7	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	57	$23,500	$27,129	$25,812	$31,100
BONUS	13	1,142	2,899	3,673	4,000
TOTAL COMPENSATION	57	23,500	27,790	27,000	31,710
AGE	55	34	38	37	40
YEARS OF EDUCATION	55	16	16	16	17
YEARS WITH PRESENT BANK	56	5	10	10	12
YEARS IN POSITION	55	2	4	3	4
REPORTING LEVEL	56	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	35	1	7	2	10
ASSET SIZE (MILLIONS)	57	$1,291.5	$8,766.5	$2,040.0	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$16,350	$19,194	$18,500	$22,250
BONUS	9	398	1,219	1,314	1,757
TOTAL COMPENSATION	53	16,500	19,401	18,800	22,250
AGE	48	28	32	30	33
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	48	4	7	6	8
YEARS IN POSITION	48	2	2	2	3
REPORTING LEVEL	50	5	6	5	5
TOTAL EMPLOYEES SUPERVISED	14	1	3	2	5
ASSET SIZE (MILLIONS)	53	$1,300.0	$5,362.6	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$32,000	$40,789	$39,757	$46,350
BONUS	16	4,050	5,522	5,489	6,998
TOTAL COMPENSATION	46	34,950	42,710	41,620	51,486
AGE	45	42	48	48	53
YEARS OF EDUCATION	43	14	16	16	17
YEARS WITH PRESENT BANK	46	8	17	17	23
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	45	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	6	16	10	15
ASSET SIZE (MILLIONS)	46	$1,302.0	$5,953.4	$2,281.4	$4,402.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$35,975	$44,752	$41,400	$51,000
BONUS	27	3,400	8,514	5,800	8,200
TOTAL COMPENSATION	54	38,008	49,009	43,700	52,432
AGE	54	40	44	42	45
YEARS OF EDUCATION	53	14	15	16	17
YEARS WITH PRESENT BANK	54	4	11	11	16
YEARS IN POSITION	52	2	5	4	6
REPORTING LEVEL	52	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	51	74	265	179	304
ASSET SIZE (MILLIONS)	54	$1,268.0	$6,686.7	$2,077.7	$5,025.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$41,400	$54,085	$52,320	$65,000
BONUS	35	3,840	12,695	9,647	16,300
TOTAL COMPENSATION	63	45,500	61,138	54,000	75,000
AGE	62	38	46	46	54
YEARS OF EDUCATION	60	16	16	16	18
YEARS WITH PRESENT BANK	63	6	13	10	17
YEARS IN POSITION	62	2	5	4	7
REPORTING LEVEL	59	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	60	23	97	46	87
ASSET SIZE (MILLIONS)	63	$1,305.1	$7,180.5	$2,257.6	$4,505.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$16,890	$20,812	$20,500	$23,886
BONUS	11	916	2,450	2,024	3,800
TOTAL COMPENSATION	49	17,190	21,362	21,000	24,000
AGE	49	36	44	43	54
YEARS OF EDUCATION	47	12	14	14	16
YEARS WITH PRESENT BANK	49	7	12	10	15
YEARS IN POSITION	48	2	5	4	7
REPORTING LEVEL	48	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	10	22	18	35
ASSET SIZE (MILLIONS)	49	$1,291.5	$7,312.4	$2,115.5	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$25,000	$33,006	$33,000	$38,300
BONUS	16	3,896	5,578	4,775	7,074
TOTAL COMPENSATION	51	25,360	34,755	33,600	39,450
AGE	50	41	47	47	54
YEARS OF EDUCATION	48	12	14	14	16
YEARS WITH PRESENT BANK	51	9	16	14	23
YEARS IN POSITION	49	3	5	4	7
REPORTING LEVEL	49	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	20	98	54	133
ASSET SIZE (MILLIONS)	51	$1,300.0	$8,325.8	$2,115.5	$4,408.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,306	$18,223	$17,197	$20,850
BONUS	13	834	1,780	1,857	2,391
TOTAL COMPENSATION	46	15,607	18,726	17,851	21,125
AGE	45	33	41	37	51
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	46	6	11	8	13
YEARS IN POSITION	44	2	4	3	5
REPORTING LEVEL	44	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	27	3	9	5	10
ASSET SIZE (MILLIONS)	46	$1,302.0	$11,406.6	$2,117.8	$4,432.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$28,500	$35,440	$35,220	$39,160
BONUS	31	1,350	5,579	3,800	6,000
TOTAL COMPENSATION	67	28,500	38,021	35,500	41,500
AGE	66	38	45	45	53
YEARS OF EDUCATION	64	16	16	16	18
YEARS WITH PRESENT BANK	67	5	15	12	22
YEARS IN POSITION	65	3	6	5	8
REPORTING LEVEL	63	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	64	11	33	17	39
ASSET SIZE (MILLIONS)	67	$1,305.1	$10,181.0	$2,257.6	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$34,001	$52,699	$43,000	$60,800
BONUS	25	4,455	14,109	8,200	14,750
TOTAL COMPENSATION	49	35,750	59,898	54,000	66,350
AGE	48	39	46	45	52
YEARS OF EDUCATION	46	16	16	16	17
YEARS WITH PRESENT BANK	49	6	12	11	16
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	48	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	47	15	92	30	70
ASSET SIZE (MILLIONS)	49	$1,331.5	$5,045.5	$2,400.0	$4,404.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$20,280	$27,206	$25,600	$30,000
BONUS	12	1,045	3,592	3,422	5,883
TOTAL COMPENSATION	51	20,500	28,051	25,800	31,144
AGE	48	34	45	45	58
YEARS OF EDUCATION	48	16	16	16	16
YEARS WITH PRESENT BANK	49	5	15	11	24
YEARS IN POSITION	49	2	5	3	7
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	2	8	7	11
ASSET SIZE (MILLIONS)	51	$1,358.0	$7,330.6	$2,305.2	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$27,530	$37,330	$35,739	$45,225
BONUS	23	2,525	5,895	5,000	8,096
TOTAL COMPENSATION	58	28,875	39,668	37,256	49,250
AGE	57	37	44	41	49
YEARS OF EDUCATION	56	16	17	16	18
YEARS WITH PRESENT BANK	58	4	9	8	12
YEARS IN POSITION	57	2	4	3	6
REPORTING LEVEL	57	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	11	17
ASSET SIZE (MILLIONS)	58	$1,295.7	$5,657.3	$2,077.7	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$32,000	$39,924	$38,186	$47,025
BONUS	24	2,800	6,233	6,282	9,000
TOTAL COMPENSATION	58	32,775	42,503	39,100	50,753
AGE	58	39	47	48	55
YEARS OF EDUCATION	56	16	16	16	17
YEARS WITH PRESENT BANK	58	6	16	16	24
YEARS IN POSITION	57	3	6	4	8
REPORTING LEVEL	56	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	56	9	33	23	45
ASSET SIZE (MILLIONS)	58	$1,222.0	$5,399.7	$1,784.9	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$18,000	$24,626	$23,900	$28,600
BONUS	12	1,242	2,334	2,000	3,563
TOTAL COMPENSATION	51	19,000	25,175	25,000	29,670
AGE	50	35	42	40	45
YEARS OF EDUCATION	51	13	15	16	16
YEARS WITH PRESENT BANK	50	6	12	10	17
YEARS IN POSITION	48	2	4	3	5
REPORTING LEVEL	50	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	33	2	9	4	13
ASSET SIZE (MILLIONS)	51	$1,223.0	$5,548.7	$1,676.8	$4,322.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$13,860	$16,386	$16,000	$19,000
BONUS	7	585	1,277	1,125	2,200
TOTAL COMPENSATION	39	14,170	16,615	16,000	19,000
AGE	38	28	35	31	38
YEARS OF EDUCATION	38	12	15	16	16
YEARS WITH PRESENT BANK	38	4	6	6	8
YEARS IN POSITION	38	2	3	2	3
REPORTING LEVEL	38	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	12	2	4	3	5
ASSET SIZE (MILLIONS)	39	$1,223.0	$6,765.9	$1,618.3	$3,974.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$11,595	$14,738	$14,250	$16,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	30	11,648	14,894	14,463	17,438
AGE	30	31	40	36	50
YEARS OF EDUCATION	29	12	14	14	16
YEARS WITH PRESENT BANK	30	7	12	10	14
YEARS IN POSITION	30	2	4	4	5
REPORTING LEVEL	27	7	7	6	5
TOTAL EMPLOYEES SUPERVISED	10	3	12	5	18
ASSET SIZE (MILLIONS)	30	$1,280.7	$9,177.6	$2,180.6	$4,431.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$13,260	$16,063	$16,000	$18,131
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	32	13,260	16,071	16,000	18,131
AGE	28	25	29	27	29
YEARS OF EDUCATION	30	17	18	18	18
YEARS WITH PRESENT BANK	28	1	2	2	2
YEARS IN POSITION	28	1	2	2	2
REPORTING LEVEL	29	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	32	$1,318.3	$5,132.8	$2,328.8	$4,478.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,920	$12,331	$12,000	$13,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	43	10,920	12,353	12,000	13,500
AGE	38	24	26	25	26
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	38	1	2	2	2
YEARS IN POSITION	38	1	2	2	2
REPORTING LEVEL	37	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	43	$1,300.0	$4,508.4	$2,040.0	$4,356.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$38,000	$52,112	$48,400	$59,800
BONUS	39	5,000	12,027	9,000	13,100
TOTAL COMPENSATION	63	38,298	59,557	54,032	71,239
AGE	63	42	47	46	52
YEARS OF EDUCATION	61	14	15	16	16
YEARS WITH PRESENT BANK	63	7	18	19	27
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	199	660	370	638
ASSET SIZE (MILLIONS)	63	$1,300.0	$9,031.3	$2,115.5	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$20,953	$34,428	$29,576	$41,000
BONUS	6	1,763	6,140	3,613	12,422
TOTAL COMPENSATION	25	20,953	35,901	29,576	42,349
AGE	25	37	46	47	52
YEARS OF EDUCATION	25	14	15	16	16
YEARS WITH PRESENT BANK	25	10	17	13	23
YEARS IN POSITION	25	3	4	4	6
REPORTING LEVEL	23	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	12	208	51	175
ASSET SIZE (MILLIONS)	25	$1,366.5	$7,182.5	$2,653.7	$8,412.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$13,600	$17,311	$17,225	$19,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	27	13,600	17,574	17,919	19,500
AGE	26	32	42	38	53
YEARS OF EDUCATION	25	12	14	14	16
YEARS WITH PRESENT BANK	27	8	14	11	20
YEARS IN POSITION	26	2	5	4	6
REPORTING LEVEL	25	7	6	6	5
TOTAL EMPLOYEES SUPERVISED	12	1	53	4	23
ASSET SIZE (MILLIONS)	27	$1,305.1	$7,569.9	$2,305.2	$4,501.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$32,000	$41,849	$39,000	$48,500
BONUS	34	2,300	7,510	4,475	10,125
TOTAL COMPENSATION	63	34,500	45,901	41,400	53,125
AGE	62	40	47	47	53
YEARS OF EDUCATION	60	16	16	16	17
YEARS WITH PRESENT BANK	63	6	14	12	20
YEARS IN POSITION	62	2	5	5	7
REPORTING LEVEL	61	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	59	15	55	27	69
ASSET SIZE (MILLIONS)	63	$1,300.0	$8,620.8	$2,120.0	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,015	$35,471	$33,800	$41,250
BONUS	13	2,420	4,794	4,186	6,169
TOTAL COMPENSATION	37	25,556	37,156	34,650	44,850
AGE	36	34	39	37	42
YEARS OF EDUCATION	36	16	16	16	17
YEARS WITH PRESENT BANK	37	7	13	11	14
YEARS IN POSITION	37	3	5	4	6
REPORTING LEVEL	36	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	3	18	6	14
ASSET SIZE (MILLIONS)	37	$1,301.3	$6,251.9	$2,305.2	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$21,050	$26,039	$24,500	$30,153
BONUS	10	1,566	2,870	2,418	5,026
TOTAL COMPENSATION	56	21,050	26,552	24,750	30,153
AGE	55	44	51	54	59
YEARS OF EDUCATION	52	13	15	16	16
YEARS WITH PRESENT BANK	56	5	13	11	18
YEARS IN POSITION	53	3	5	4	8
REPORTING LEVEL	55	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	48	6	32	16	45
ASSET SIZE (MILLIONS)	56	$1,453.3	$8,223.0	$2,417.3	$4,651.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$20,754	$26,152	$25,200	$31,650
BONUS	8	659	1,991	1,517	2,677
TOTAL COMPENSATION	49	20,754	26,477	25,506	31,650
AGE	48	33	40	39	45
YEARS OF EDUCATION	47	16	16	17	18
YEARS WITH PRESENT BANK	49	4	9	7	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	48	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	3	9	7	12
ASSET SIZE (MILLIONS)	49	$1,460.6	$5,862.9	$2,420.0	$4,503.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	59	$44,000	$60,893	$56,000	$74,500
BONUS	38	4,595	11,772	9,500	14,685
TOTAL COMPENSATION	59	45,084	68,475	62,461	86,000
AGE	57	46	50	50	55
YEARS OF EDUCATION	56	16	17	17	19
YEARS WITH PRESENT BANK	59	8	17	18	25
YEARS IN POSITION	57	3	6	5	8
REPORTING LEVEL	57	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	58	64	209	127	267
ASSET SIZE (MILLIONS)	59	$1,358.0	$10,735.1	$2,400.0	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$25,000	$31,629	$31,750	$38,150
BONUS	14	1,150	3,050	2,219	5,130
TOTAL COMPENSATION	52	25,000	32,450	31,750	38,375
AGE	50	39	44	43	49
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	10	16	14	23
YEARS IN POSITION	50	3	5	5	7
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	28	76	44	102
ASSET SIZE (MILLIONS)	52	$1,300.6	$7,112.8	$2,109.6	$4,406.1

Cash Compensation Data

Region VII: West-South Central

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: LESS THAN $10 MILLION

Of the 434 banks submitting data for the West-South Central region, 44 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Branch Manager-Saml1
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
Instalment Loan Collector
Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Personnel Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 7
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$21,780	$26,856	$26,750	$33,000
BONUS	30	1,895	4,432	3,000	5,300
TOTAL COMPENSATION	43	24,200	29,948	29,000	35,000
AGE	39	39	48	45	57
YEARS OF EDUCATION	43	14	15	16	16
YEARS WITH PRESENT BANK	41	2	12	7	15
YEARS IN POSITION	43	2	8	4	9
REPORTING LEVEL	43	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	42	7	10	10	13
ASSET SIZE (MILLIONS)	43	$4.6	$6.5	$6.2	$8.5

GEOGRAPHIC REGION: 7
ASSET SIZE: LESS THAN $10 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$14,505	$17,108	$17,700	$22,000
BONUS	25	986	1,968	1,500	2,371
TOTAL COMPENSATION	40	15,525	18,338	18,675	22,581
AGE	38	30	39	35	48
YEARS OF EDUCATION	40	13	15	16	16
YEARS WITH PRESENT BANK	40	2	10	7	10
YEARS IN POSITION	40	2	5	3	6
REPORTING LEVEL	36	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	32	5	8	7	11
ASSET SIZE (MILLIONS)	40	$4.7	$6.6	$6.7	$8.8

GEOGRAPHIC REGION: 7
ASSET SIZE: LESS THAN $10 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$10,400	$18,288	$12,600	$29,020
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	10,400	19,428	12,600	31,870
AGE	5	29	36	38	42
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	3	6	5	10
YEARS IN POSITION	5	2	3	2	4
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$6.3	$7.7	$8.2	$8.9

GEOGRAPHIC REGION: 7
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,465	$11,086	$11,000	$12,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	9,706	11,549	11,000	13,667
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL	5	5	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$4.7	$6.2	$6.5	$7.5

GEOGRAPHIC REGION: 7
ASSET SIZE: LESS THAN $10 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$8,840	$10,216	$10,000	$11,700
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	9,030	11,078	11,730	12,800
AGE	5	28	38	36	49
YEARS OF EDUCATION	5	12	13	13	15
YEARS WITH PRESENT BANK	5	4	13	10	25
YEARS IN POSITION	5	2	2	2	3
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$4.7	$6.5	$5.5	$8.9

GEOGRAPHIC REGION: 7
ASSET SIZE: LESS THAN $10 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$12,600	$12,865	$14,594	$15,000
BONUS	7	1,000	1,391	1,350	1,900
TOTAL COMPENSATION	10	13,710	13,839	14,815	15,960
AGE	10	28	34	31	42
YEARS OF EDUCATION	10	12	14	15	16
YEARS WITH PRESENT BANK	10	3	6	6	7
YEARS IN POSITION	10	2	4	3	6
REPORTING LEVEL	10	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	1	5	3	9
ASSET SIZE (MILLIONS)	10	$4.8	$6.7	$7.2	$8.3

GEOGRAPHIC REGION: 7
ASSET SIZE: LESS THAN $10 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$10,800	$13,410	$12,900	$16,000
BONUS	12	500	1,176	950	1,486
TOTAL COMPENSATION	23	11,200	14,024	13,960	16,000
AGE	21	31	42	41	50
YEARS OF EDUCATION	23	12	13	13	14
YEARS WITH PRESENT BANK	22	3	10	5	15
YEARS IN POSITION	23	2	4	3	5
REPORTING LEVEL	22	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	20	6	8	8	11
ASSET SIZE (MILLIONS)	23	$5.6	$7.0	$7.0	$9.0

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $10 TO $19 MILLION

Of the 434 banks submitting data for the West-South Central region, 72 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Trust Department Officer

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	71	$25,000	$34,272	$30,000	$35,500
BONUS	56	2,175	5,518	3,848	6,288
TOTAL COMPENSATION	71	29,240	38,624	34,980	39,851
AGE	69	38	47	47	55
YEARS OF EDUCATION	71	14	15	16	16
YEARS WITH PRESENT BANK	68	5	12	9	17
YEARS IN POSITION	67	4	8	7	12
REPORTING LEVEL	71	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	68	12	18	18	22
ASSET SIZE (MILLIONS)	71	$12.0	$14.6	$14.9	$17.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	60	$18,060	$21,743	$20,500	$24,000
BONUS	44	1,363	2,897	2,120	3,825
TOTAL COMPENSATION	60	19,425	23,867	22,400	25,931
AGE	57	36	45	46	52
YEARS OF EDUCATION	60	12	14	14	16
YEARS WITH PRESENT BANK	59	6	14	12	22
YEARS IN POSITION	57	3	7	5	10
REPORTING LEVEL	54	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	50	6	13	11	19
ASSET SIZE (MILLIONS)	60	$12.0	$14.5	$14.6	$17.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$8,562	$12,697	$12,600	$16,500
BONUS	7	818	1,065	1,000	1,014
TOTAL COMPENSATION	8	9,373	13,629	14,100	17,406
AGE	8	30	43	37	60
YEARS OF EDUCATION	8	12	14	14	16
YEARS WITH PRESENT BANK	8	4	11	10	20
YEARS IN POSITION	8	2	5	5	7
REPORTING LEVEL	8	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	1	3	4	4
ASSET SIZE (MILLIONS)	8	$14.1	$16.1	$16.5	$18.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$10,350	$16,527	$15,480	$23,100
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	10,538	17,652	16,480	25,100
AGE	6	33	43	39	50
YEARS OF EDUCATION	6	12	14	14	16
YEARS WITH PRESENT BANK	6	3	4	4	5
YEARS IN POSITION	6	2	4	4	5
REPORTING LEVEL	6	3	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$14.7	$16.2	$16.3	$17.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$21,000	$24,791	$24,000	$30,500
BONUS	5	1,750	4,841	2,553	9,075
TOTAL COMPENSATION	7	21,000	28,248	29,550	33,189
AGE	6	34	39	38	46
YEARS OF EDUCATION	6	14	15	16	17
YEARS WITH PRESENT BANK	6	2	3	3	4
YEARS IN POSITION	6	2	3	3	4
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED	6	2	5	4	7
ASSET SIZE (MILLIONS)	7	$12.6	$14.9	$15.6	$17.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$9,675	$14,550	$12,600	$21,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	10,335	15,530	14,200	21,700
AGE	6	25	30	28	35
YEARS OF EDUCATION	6	14	15	16	16
YEARS WITH PRESENT BANK	6	3	6	6	9
YEARS IN POSITION	6	1	2	2	3
REPORTING LEVEL	5	3	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$12.9	$14.9	$15.2	$16.3

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 10 TO $ 19 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$8,550	$12,450	$11,560	$15,600
BONUS	10	381	750	700	1,150
TOTAL COMPENSATION	12	8,963	13,075	12,210	16,915
AGE	10	33	37	34	43
YEARS OF EDUCATION	12	12	14	13	16
YEARS WITH PRESENT BANK	11	2	7	4	8
YEARS IN POSITION	11	2	2	2	3
REPORTING LEVEL	12	4	3	4	2
TOTAL EMPLOYEES SUPERVISED	8	3	8	6	15
ASSET SIZE (MILLIONS)	12	$12.0	$15.0	$14.4	$19.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 10 TO $ 19 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$9,320	$12,136	$10,800	$14,600
BONUS	6	376	1,298	800	2,363
TOTAL COMPENSATION	9	9,713	13,001	10,800	15,600
AGE	9	30	39	34	52
YEARS OF EDUCATION	9	12	13	14	14
YEARS WITH PRESENT BANK	9	3	6	4	10
YEARS IN POSITION	9	2	4	3	6
REPORTING LEVEL	8	5	4	5	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	9	$12.0	$14.8	$14.0	$18.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$13,925	$18,325	$18,050	$21,200
BONUS	12	971	2,603	1,225	2,540
TOTAL COMPENSATION	18	15,107	20,061	19,358	22,375
AGE	16	30	35	35	38
YEARS OF EDUCATION	17	13	15	16	16
YEARS WITH PRESENT BANK	17	2	4	3	7
YEARS IN POSITION	16	2	3	3	4
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	2	4	4	5
ASSET SIZE (MILLIONS)	18	$11.7	$14.4	$14.2	$17.2

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$10,350	$12,658	$13,000	$14,891
BONUS	12	606	1,086	1,063	1,575
TOTAL COMPENSATION	17	11,613	13,425	13,825	15,325
AGE	17	28	36	32	45
YEARS OF EDUCATION	17	12	15	16	16
YEARS WITH PRESENT BANK	17	3	5	3	8
YEARS IN POSITION	17	2	2	2	3
REPORTING LEVEL	17	5	4	3	3
TOTAL EMPLOYEES SUPERVISED	6	2	4	2	6
ASSET SIZE (MILLIONS)	17	$14.2	$16.0	$16.0	$18.7

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$9.375	$13.250	$10.735	$12.000
BONUS	9	915	2.763	1.000	2.077
TOTAL COMPENSATION	12	10.058	15.323	11.600	12.921
AGE	11	36	48	49	60
YEARS OF EDUCATION	12	12	14	12	16
YEARS WITH PRESENT BANK	12	4	11	12	16
YEARS IN POSITION	11	2	3	3	5
REPORTING LEVEL	9	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	5	2	7	6	13
ASSET SIZE (MILLIONS)	12	$12.0	$14.4	$13.7	$16.7

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 10 TO $ 19 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	34	$12.830	$15.832	$14.750	$18.763
BONUS	26	935	1.671	1.475	2.425
TOTAL COMPENSATION	34	14.000	17.110	16.108	19.406
AGE	32	31	39	39	44
YEARS OF EDUCATION	33	13	14	14	16
YEARS WITH PRESENT BANK	33	3	6	5	10
YEARS IN POSITION	33	3	4	3	5
REPORTING LEVEL	31	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	23	3	6	4	8
ASSET SIZE (MILLIONS)	34	$13.7	$15.4	$15.6	$17.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	59	$12,000	$15,694	$15,300	$19,200
BONUS	45	885	2,071	1,500	2,425
TOTAL COMPENSATION	59	12,700	17,274	17,589	21,400
AGE	56	31	39	37	46
YEARS OF EDUCATION	59	12	13	13	14
YEARS WITH PRESENT BANK	56	6	10	8	14
YEARS IN POSITION	57	2	5	4	7
REPORTING LEVEL	54	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	55	7	13	12	17
ASSET SIZE (MILLIONS)	59	$12.0	$14.5	$14.9	$17.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$9,270	$12,830	$11,448	$14,790
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	9,870	15,092	11,948	15,115
AGE	7	31	38	36	44
YEARS OF EDUCATION	8	12	13	12	15
YEARS WITH PRESENT BANK	8	4	7	7	9
YEARS IN POSITION	8	2	3	2	4
REPORTING LEVEL	7	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	8	3	9	9	14
ASSET SIZE (MILLIONS)	8	$12.8	$14.4	$14.2	$15.3

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $20 TO $29 MILLION

Of the 434 banks submitting data for the West-South Central region, 74 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Junior Commercial Loan Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$33,300	$39,392	$39,600	$45,250
BONUS	49	2,840	6,120	4,897	8,475
TOTAL COMPENSATION	73	35,840	43,500	43,310	51,163
AGE	73	42	48	47	53
YEARS OF EDUCATION	73	16	16	16	16
YEARS WITH PRESENT BANK	73	4	11	7	17
YEARS IN POSITION	68	3	7	6	10
REPORTING LEVEL	73	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	71	21	28	30	35
ASSET SIZE (MILLIONS)	73	$23.0	$24.6	$24.8	$26.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$21,550	$25,614	$26,400	$29,690
BONUS	41	1,464	3,517	2,500	4,199
TOTAL COMPENSATION	61	23,929	27,978	28,600	31,394
AGE	60	36	45	44	53
YEARS OF EDUCATION	61	14	15	16	16
YEARS WITH PRESENT BANK	60	4	12	8	16
YEARS IN POSITION	57	3	5	4	7
REPORTING LEVEL	59	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	55	6	19	21	30
ASSET SIZE (MILLIONS)	61	$23.0	$24.6	$24.8	$26.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$8,400	$12,210	$11,700	$17,400
BONUS	7	500	1,446	937	1,740
TOTAL COMPENSATION	7	8,977	13,656	12,700	19,140
AGE	7	35	42	42	50
YEARS OF EDUCATION	7	12	13	12	15
YEARS WITH PRESENT BANK	7	4	8	6	11
YEARS IN POSITION	7	3	6	6	7
REPORTING LEVEL	6	6	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	1	2	2	4
ASSET SIZE (MILLIONS)	7	$23.3	$25.3	$26.0	$27.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$12,000	$17,245	$15,700	$21,350
BONUS	10	818	1,190	1,000	1,777
TOTAL COMPENSATION	18	12,504	17,906	15,750	23,107
AGE	17	33	46	46	58
YEARS OF EDUCATION	17	14	15	16	16
YEARS WITH PRESENT BANK	18	2	7	4	7
YEARS IN POSITION	17	2	3	3	5
REPORTING LEVEL	17	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	1	5	2	5
ASSET SIZE (MILLIONS)	18	$22.7	$24.7	$25.0	$26.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	29	$20,000	$23,127	$22,800	$26,300
BONUS	18	1,633	2,983	3,063	3,923
TOTAL COMPENSATION	29	20,000	24,978	25,020	28,350
AGE	29	33	43	43	51
YEARS OF EDUCATION	29	14	15	16	16
YEARS WITH PRESENT BANK	29	3	8	5	13
YEARS IN POSITION	27	2	3	3	4
REPORTING LEVEL	27	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	23	2	6	3	6
ASSET SIZE (MILLIONS)	29	$23.3	$24.7	$25.0	$26.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 20 TO $ 29 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$12,195	$16,151	$15,000	$20,185
BONUS	10	904	1,695	1,216	1,737
TOTAL COMPENSATION	12	13,197	17,564	16,080	21,137
AGE	11	31	37	33	45
YEARS OF EDUCATION	12	12	15	15	16
YEARS WITH PRESENT BANK	11	2	7	5	11
YEARS IN POSITION	11	2	4	2	5
REPORTING LEVEL	12	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	2	15	10	30
ASSET SIZE (MILLIONS)	12	$21.7	$24.5	$24.9	$27.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 20 TO $ 29 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$8,938	$11,170	$11,388	$12,555
BONUS	7	525	1,041	900	1,000
TOTAL COMPENSATION	14	9,813	11,691	11,388	13,499
AGE	14	27	39	33	54
YEARS OF EDUCATION	14	12	14	14	16
YEARS WITH PRESENT BANK	14	2	6	5	8
YEARS IN POSITION	14	2	3	3	4
REPORTING LEVEL	14	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	5	9	7	15
ASSET SIZE (MILLIONS)	14	$23.7	$24.9	$25.0	$26.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$15,075	$18,358	$18,250	$21,550
BONUS	26	1,171	2,000	1,644	2,587
TOTAL COMPENSATION	44	16,275	19,540	19,648	22,938
AGE	43	33	40	37	46
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	44	3	8	6	9
YEARS IN POSITION	41	2	4	3	6
REPORTING LEVEL	42	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	33	2	4	3	4
ASSET SIZE (MILLIONS)	44	$23.7	$24.9	$25.0	$26.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	33	$11,900	$13,305	$12,600	$15,100
BONUS	20	630	1,124	965	1,471
TOTAL COMPENSATION	33	12,200	13,987	13,500	16,500
AGE	33	27	34	32	40
YEARS OF EDUCATION	33	12	14	14	16
YEARS WITH PRESENT BANK	33	2	5	3	6
YEARS IN POSITION	31	2	2	2	2
REPORTING LEVEL	32	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	19	1	4	2	6
ASSET SIZE (MILLIONS)	33	$23.2	$25.2	$25.0	$27.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$11,130	$12,817	$12,600	$13,800
BONUS	7	950	1,215	1,050	1,200
TOTAL COMPENSATION	15	11,400	13,384	13,310	15,000
AGE	14	28	39	33	50
YEARS OF EDUCATION	15	12	14	14	16
YEARS WITH PRESENT BANK	14	3	9	6	13
YEARS IN POSITION	14	2	3	2	4
REPORTING LEVEL	15	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	7	21	19	36
ASSET SIZE (MILLIONS)	15	$23.5	$24.7	$24.8	$26.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$15,800	$18,405	$18,480	$22,250
BONUS	23	978	2,063	1,500	2,250
TOTAL COMPENSATION	37	17,107	19,687	20,000	23,249
AGE	34	33	42	40	49
YEARS OF EDUCATION	37	13	15	16	16
YEARS WITH PRESENT BANK	35	3	6	4	6
YEARS IN POSITION	33	2	5	4	6
REPORTING LEVEL	37	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	24	1	5	3	5
ASSET SIZE (MILLIONS)	37	$23.2	$25.1	$25.4	$26.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 20 TO $ 29 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$14,850	$19,077	$19,260	$26,250
BONUS	7	750	1,742	1,110	1,740
TOTAL COMPENSATION	9	15,720	20,431	20,645	26,805
AGE	9	32	42	42	47
YEARS OF EDUCATION	9	12	14	14	15
YEARS WITH PRESENT BANK	9	4	7	7	11
YEARS IN POSITION	9	2	4	3	8
REPORTING LEVEL	8	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	1	10	2	24
ASSET SIZE (MILLIONS)	9	$22.8	$24.5	$24.8	$25.7

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 20 TO $ 29 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$10,200	$10,843	$10,500	$12,000
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	7	10,200	10,843	10,500	12,000
AGE	6	23	26	26	28
YEARS OF EDUCATION	7	16	16	16	16
YEARS WITH PRESENT BANK	7	1	6	2	6
YEARS IN POSITION	5	1	1	1	2
REPORTING LEVEL	7	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$22.3	$24.1	$24.0	$26.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$15,750	$18,886	$18,500	$22,700
BONUS	34	1,200	2,033	1,605	2,500
TOTAL COMPENSATION	61	16,900	20,020	19,800	23,925
AGE	61	32	40	39	48
YEARS OF EDUCATION	61	13	14	15	16
YEARS WITH PRESENT BANK	61	3	9	7	14
YEARS IN POSITION	57	2	4	3	5
REPORTING LEVEL	58	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	58	15	23	23	31
ASSET SIZE (MILLIONS)	61	$23.1	$24.8	$25.0	$26.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$11,700	$14,577	$13,000	$18,000
BONUS	9	956	1,795	1,563	2,680
TOTAL COMPENSATION	15	12,500	15,654	13,900	20,645
AGE	15	28	38	38	46
YEARS OF EDUCATION	15	13	14	14	16
YEARS WITH PRESENT BANK	15	3	10	12	15
YEARS IN POSITION	15	2	3	2	4
REPORTING LEVEL	14	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	11	22	28	25	35
ASSET SIZE (MILLIONS)	15	$24.0	$25.1	$25.0	$26.5

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $30 TO $39 MILLION

Of the 434 banks submitting data for the West-South Central region, 64 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following position in this asset size category:

Branch Manager-Large

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	64	$36,000	$39,037	$40,000	$43,950
BONUS	43	2,800	7,671	4,700	10,000
TOTAL COMPENSATION	64	37,850	44,191	43,438	49,114
AGE	63	43	51	51	57
YEARS OF EDUCATION	64	16	16	16	16
YEARS WITH PRESENT BANK	63	5	16	13	25
YEARS IN POSITION	61	4	9	7	11
REPORTING LEVEL	64	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	57	30	41	40	52
ASSET SIZE (MILLIONS)	64	$31.0	$33.8	$32.9	$37.2

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$24,400	$28,392	$27,978	$33,150
BONUS	37	1,685	4,396	2,760	4,500
TOTAL COMPENSATION	58	25,618	31,196	30,180	36,000
AGE	57	41	48	48	56
YEARS OF EDUCATION	58	14	15	16	16
YEARS WITH PRESENT BANK	57	7	15	10	27
YEARS IN POSITION	56	3	7	6	9
REPORTING LEVEL	54	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	47	6	28	30	41
ASSET SIZE (MILLIONS)	58	$30.9	$33.8	$32.8	$37.4

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$9,600	$14,425	$15,996	$18,000
BONUS	6	550	1,379	1,064	2,149
TOTAL COMPENSATION	11	9,700	15,177	15,996	18,404
AGE	10	33	41	40	50
YEARS OF EDUCATION	11	12	14	13	16
YEARS WITH PRESENT BANK	11	4	8	6	12
YEARS IN POSITION	11	1	4	3	6
REPORTING LEVEL	10	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	11	3	5	4	6
ASSET SIZE (MILLIONS)	11	$32.0	$34.8	$35.6	$38.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$13,500	$17,378	$17,500	$20,000
BONUS	10	466	1,560	1,075	2,600
TOTAL COMPENSATION	15	13,750	18,418	18,745	21,443
AGE	15	30	36	32	39
YEARS OF EDUCATION	15	16	16	16	16
YEARS WITH PRESENT BANK	15	2	7	4	10
YEARS IN POSITION	15	1	5	3	8
REPORTING LEVEL	15	5	4	3	3
TOTAL EMPLOYEES SUPERVISED	10	1	2	1	2
ASSET SIZE (MILLIONS)	15	$30.9	$34.3	$35.0	$36.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$22,050	$25,458	$25,200	$29,500
BONUS	14	1,564	2,563	2,465	3,129
TOTAL COMPENSATION	25	22,528	26,893	25,937	30,630
AGE	25	37	42	41	49
YEARS OF EDUCATION	25	12	14	15	16
YEARS WITH PRESENT BANK	25	3	11	8	15
YEARS IN POSITION	25	3	5	3	6
REPORTING LEVEL	23	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	22	1	8	5	9
ASSET SIZE (MILLIONS)	25	$30.8	$34.1	$33.0	$37.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,672	$13,771	$13,875	$14,985
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12,797	14,472	14,175	15,772
AGE	6	29	35	31	43
YEARS OF EDUCATION	6	12	14	14	16
YEARS WITH PRESENT BANK	6	4	8	8	13
YEARS IN POSITION	6	3	4	4	6
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$30.7	$32.8	$33.0	$35.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 30 TO $ 39 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$14,250	$16,942	$17,020	$18,165
BONUS	7	1,320	1,842	1,866	2,650
TOTAL COMPENSATION	14	14,760	17,863	17,029	20,035
AGE	13	32	37	35	45
YEARS OF EDUCATION	14	14	15	16	16
YEARS WITH PRESENT BANK	14	6	8	8	10
YEARS IN POSITION	14	3	4	3	5
REPORTING LEVEL	14	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	2	8	5	14
ASSET SIZE (MILLIONS)	14	$30.3	$34.1	$33.8	$38.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 30 TO $ 39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$10,238	$11,586	$11,250	$13,200
BONUS	9	330	828	950	1,269
TOTAL COMPENSATION	18	10,288	12,000	11,700	13,679
AGE	17	30	40	38	49
YEARS OF EDUCATION	18	12	14	12	16
YEARS WITH PRESENT BANK	18	2	6	4	10
YEARS IN POSITION	18	2	4	2	4
REPORTING LEVEL	17	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	1	2	1	3
ASSET SIZE (MILLIONS)	18	$31.8	$34.0	$33.5	$36.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$18,900	$20,051	$21,486	$23,400
BONUS	26	900	1,703	1,515	2,371
TOTAL COMPENSATION	43	19,000	21,081	21,600	25,320
AGE	43	34	42	40	49
YEARS OF EDUCATION	42	12	14	14	16
YEARS WITH PRESENT BANK	42	3	9	7	13
YEARS IN POSITION	42	2	5	3	7
REPORTING LEVEL	40	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	31	2	7	3	7
ASSET SIZE (MILLIONS)	43	$30.8	$33.9	$34.0	$37.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$12,000	$13,842	$13,200	$16,836
BONUS	14	449	1,591	1,101	2,725
TOTAL COMPENSATION	28	12,086	14,637	13,925	18,612
AGE	28	29	37	36	44
YEARS OF EDUCATION	28	12	14	14	16
YEARS WITH PRESENT BANK	28	2	8	5	14
YEARS IN POSITION	28	2	4	3	4
REPORTING LEVEL	28	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	1	2	1	2
ASSET SIZE (MILLIONS)	28	$30.8	$34.1	$34.0	$37.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$12,000	$16,185	$14,683	$20,000
BONUS	7	800	1,697	1,800	2,600
TOTAL COMPENSATION	18	12,180	16,845	15,456	20,136
AGE	16	30	38	34	44
YEARS OF EDUCATION	16	12	15	15	16
YEARS WITH PRESENT BANK	16	2	10	6	15
YEARS IN POSITION	16	2	4	3	5
REPORTING LEVEL	15	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	5	1	7	2	15
ASSET SIZE (MILLIONS)	18	$31.7	$34.8	$35.0	$38.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$16,639	$20,015	$20,486	$23,025
BONUS	28	1,144	2,687	2,208	3,480
TOTAL COMPENSATION	44	17,325	21,725	22,128	25,538
AGE	44	34	41	41	47
YEARS OF EDUCATION	43	14	15	16	16
YEARS WITH PRESENT BANK	44	4	11	9	16
YEARS IN POSITION	43	3	6	5	9
REPORTING LEVEL	39	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	24	1	5	3	6
ASSET SIZE (MILLIONS)	44	$31.2	$34.2	$33.0	$37.7

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 30 TO $ 39 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$13,050	$17,300	$15,900	$22,950
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	13,594	18,423	18,230	23,750
AGE	8	32	37	37	44
YEARS OF EDUCATION	8	12	14	15	16
YEARS WITH PRESENT BANK	8	2	6	5	9
YEARS IN POSITION	8	1	2	2	4
REPORTING LEVEL	8	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$30.0	$33.1	$31.5	$37.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 30 TO $ 39 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$10,800	$11,166	$11,000	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	11,000	11,490	11,610	12,000
AGE	7	27	29	28	31
YEARS OF EDUCATION	7	16	16	16	16
YEARS WITH PRESENT BANK	7	1	3	2	3
YEARS IN POSITION	7	1	2	1	2
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$33.0	$35.2	$35.1	$38.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	60	$17,700	$20,492	$20,275	$23,650
BONUS	35	1,100	2,353	2,088	3,060
TOTAL COMPENSATION	60	18,275	21,864	21,400	25,203
AGE	60	36	44	42	51
YEARS OF EDUCATION	60	12	14	16	16
YEARS WITH PRESENT BANK	60	6	14	11	22
YEARS IN POSITION	57	3	7	6	11
REPORTING LEVEL	59	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	54	18	28	25	36
ASSET SIZE (MILLIONS)	60	$31.0	$33.7	$32.7	$36.7

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$12,000	$13,911	$13,800	$16,949
BONUS	9	821	1,707	1,380	1,963
TOTAL COMPENSATION	15	12,100	14,936	15,180	18,450
AGE	14	32	44	41	57
YEARS OF EDUCATION	15	12	14	14	15
YEARS WITH PRESENT BANK	15	6	12	12	17
YEARS IN POSITION	14	2	5	5	6
REPORTING LEVEL	14	5	4	3	3
TOTAL EMPLOYEES SUPERVISED	13	3	14	10	17
ASSET SIZE (MILLIONS)	15	$31.4	$34.4	$32.0	$38.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$19,575	$21,979	$20,615	$24,775
BONUS	7	1,500	3,236	2,590	5,500
TOTAL COMPENSATION	8	21,400	24,810	24,783	27,743
AGE	6	38	45	48	52
YEARS OF EDUCATION	8	15	16	16	16
YEARS WITH PRESENT BANK	7	7	11	8	14
YEARS IN POSITION	7	5	8	7	11
REPORTING LEVEL	8	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	7	1	2	2	3
ASSET SIZE (MILLIONS)	8	$31.2	$34.1	$34.0	$37.1

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $40 TO $49 MILLION

Of the 434 banks submitting data for the West-South Central region, 54 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$39,600	$48,229	$45,750	$55,800
BONUS	34	3,000	7,894	5,105	9,625
TOTAL COMPENSATION	54	43,791	53,199	50,140	60,592
AGE	52	44	49	49	54
YEARS OF EDUCATION	51	16	16	16	16
YEARS WITH PRESENT BANK	54	5	13	11	17
YEARS IN POSITION	53	4	9	8	12
REPORTING LEVEL	54	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	54	40	52	53	64
ASSET SIZE (MILLIONS)	54	$42.0	$45.2	$45.2	$49.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$28,000	$32,528	$30,000	$36,250
BONUS	27	2,250	4,274	3,000	4,500
TOTAL COMPENSATION	46	29,625	35,036	32,522	37,375
AGE	46	40	47	46	54
YEARS OF EDUCATION	44	13	15	16	16
YEARS WITH PRESENT BANK	46	5	13	9	17
YEARS IN POSITION	46	2	6	5	7
REPORTING LEVEL	44	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	46	9	32	22	48
ASSET SIZE (MILLIONS)	46	$42.0	$45.2	$45.2	$49.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$15,810	$19,173	$18,950	$23,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	17,719	20,372	20,672	23,125
AGE	5	32	39	33	50
YEARS OF EDUCATION	5	13	15	16	16
YEARS WITH PRESENT BANK	6	2	11	9	22
YEARS IN POSITION	5	2	4	2	7
REPORTING LEVEL	6	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	9	16	12	21
ASSET SIZE (MILLIONS)	6	$45.0	$47.3	$49.0	$49.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$12,960	$15,389	$15,500	$18,225
BONUS	9	1,461	1,883	1,800	2,061
TOTAL COMPENSATION	14	14,050	16,599	17,561	19,479
AGE	14	31	37	36	42
YEARS OF EDUCATION	14	12	14	14	16
YEARS WITH PRESENT BANK	14	5	11	9	17
YEARS IN POSITION	14	2	4	2	4
REPORTING LEVEL	14	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	14	3	8	4	6
ASSET SIZE (MILLIONS)	14	$41.3	$45.0	$44.5	$49.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$12,500	$17,226	$15,000	$21,800
BONUS	12	555	1,108	1,035	1,227
TOTAL COMPENSATION	25	12,903	17,758	16,000	22,280
AGE	24	32	44	44	51
YEARS OF EDUCATION	23	12	14	15	16
YEARS WITH PRESENT BANK	25	2	6	4	10
YEARS IN POSITION	24	2	3	2	4
REPORTING LEVEL	22	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	2	4	3	5
ASSET SIZE (MILLIONS)	25	$43.3	$45.7	$46.0	$49.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$23,400	$27,419	$27,300	$30,000
BONUS	16	1,625	3,387	2,475	3,453
TOTAL COMPENSATION	31	24,800	29,167	28,000	33,000
AGE	30	32	42	41	49
YEARS OF EDUCATION	28	14	15	16	16
YEARS WITH PRESENT BANK	31	2	9	6	12
YEARS IN POSITION	29	2	5	4	7
REPORTING LEVEL	30	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	24	1	8	6	10
ASSET SIZE (MILLIONS)	31	$43.0	$45.8	$45.6	$49.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$14,300	$17,378	$17,650	$20,550
BONUS	9	873	1,384	1,078	1,741
TOTAL COMPENSATION	14	15,415	18,268	18,250	21,275
AGE	14	30	36	33	42
YEARS OF EDUCATION	13	12	14	16	16
YEARS WITH PRESENT BANK	14	2	5	4	7
YEARS IN POSITION	14	2	3	2	4
REPORTING LEVEL	14	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	1	4	4	6
ASSET SIZE (MILLIONS)	14	$42.0	$45.8	$47.0	$49.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$15,750	$20,123	$19,750	$24,550
BONUS	10	821	1,419	1,440	2,179
TOTAL COMPENSATION	18	16,857	20,911	20,026	24,550
AGE	17	31	44	43	58
YEARS OF EDUCATION	17	15	15	16	16
YEARS WITH PRESENT BANK	18	5	13	8	21
YEARS IN POSITION	16	2	7	5	9
REPORTING LEVEL	18	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	14	2	4	3	7
ASSET SIZE (MILLIONS)	18	$42.7	$46.1	$46.7	$49.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$9,850	$12,047	$11,400	$14,050
BONUS	14	354	886	759	1,350
TOTAL COMPENSATION	25	10,134	12,543	12,000	14,650
AGE	24	27	35	34	41
YEARS OF EDUCATION	22	12	14	14	16
YEARS WITH PRESENT BANK	24	2	4	3	4
YEARS IN POSITION	24	2	3	2	3
REPORTING LEVEL	24	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	1	2	1	4
ASSET SIZE (MILLIONS)	25	$43.3	$46.0	$47.0	$49.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$16,990	$19,160	$19,580	$21,040
BONUS	20	903	1,869	1,500	2,975
TOTAL COMPENSATION	37	17,990	20,170	20,000	21,950
AGE	36	33	39	37	45
YEARS OF EDUCATION	32	12	14	14	16
YEARS WITH PRESENT BANK	37	3	7	5	8
YEARS IN POSITION	35	2	5	3	6
REPORTING LEVEL	36	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	29	1	4	3	5
ASSET SIZE (MILLIONS)	37	$42.0	$45.3	$45.4	$49.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	34	$13,763	$15,711	$15,000	$17,425
BONUS	18	575	1,049	1,050	1,457
TOTAL COMPENSATION	34	14,525	16,266	15,600	17,625
AGE	34	32	37	34	41
YEARS OF EDUCATION	32	12	14	14	16
YEARS WITH PRESENT BANK	34	2	6	5	7
YEARS IN POSITION	34	2	3	2	3
REPORTING LEVEL	33	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	16	1	2	1	3
ASSET SIZE (MILLIONS)	34	$42.0	$45.6	$46.3	$49.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$12,225	$15,940	$14,820	$17,800
BONUS	14	946	2,322	1,528	2,009
TOTAL COMPENSATION	28	13,501	17,101	15,298	17,900
AGE	27	31	42	37	52
YEARS OF EDUCATION	24	13	15	16	16
YEARS WITH PRESENT BANK	28	4	10	8	13
YEARS IN POSITION	27	2	4	3	5
REPORTING LEVEL	24	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	14	1	6	1	3
ASSET SIZE (MILLIONS)	28	$42.2	$46.0	$47.5	$49.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$17,000	$21,839	$20,000	$26,400
BONUS	20	1,346	2,144	1,905	2,716
TOTAL COMPENSATION	35	17,975	23,063	22,185	28,600
AGE	35	36	46	44	55
YEARS OF EDUCATION	34	12	14	14	16
YEARS WITH PRESENT BANK	35	5	12	8	15
YEARS IN POSITION	34	3	6	5	7
REPORTING LEVEL	34	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	22	1	5	3	8
ASSET SIZE (MILLIONS)	35	$42.0	$45.1	$45.0	$49.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$16,300	$21,658	$20,250	$27,600
BONUS	6	838	1,491	1,583	2,198
TOTAL COMPENSATION	12	17,438	22,404	21,083	27,600
AGE	12	33	39	41	46
YEARS OF EDUCATION	12	13	15	16	16
YEARS WITH PRESENT BANK	12	2	6	3	10
YEARS IN POSITION	12	1	4	2	3
REPORTING LEVEL	12	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	1	4	2	9
ASSET SIZE (MILLIONS)	12	$41.2	$45.4	$46.5	$49.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$8,175	$10,388	$9,300	$11,550
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	8,481	10,822	9,774	12,525
AGE	8	25	26	27	28
YEARS OF EDUCATION	8	16	16	16	16
YEARS WITH PRESENT BANK	8	1	2	2	3
YEARS IN POSITION	8	1	2	2	2
REPORTING LEVEL	8	5	4	5	3
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	8	$41.2	$44.4	$44.0	$48.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$18,840	$23,389	$22,500	$27,500
BONUS	28	1,018	2,156	1,750	3,375
TOTAL COMPENSATION	49	19,650	24,621	22,500	29,850
AGE	49	34	43	41	49
YEARS OF EDUCATION	47	13	15	15	16
YEARS WITH PRESENT BANK	49	5	13	11	19
YEARS IN POSITION	48	2	6	4	7
REPORTING LEVEL	47	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	48	20	33	35	46
ASSET SIZE (MILLIONS)	49	$42.0	$45.3	$45.4	$49.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	26	$13,200	$17,463	$16,900	$21,630
BONUS	14	921	1,557	1,400	2,085
TOTAL COMPENSATION	26	14,721	18,301	17,000	22,038
AGE	25	35	44	41	50
YEARS OF EDUCATION	23	12	14	14	16
YEARS WITH PRESENT BANK	25	6	9	7	12
YEARS IN POSITION	25	2	4	2	5
REPORTING LEVEL	25	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	13	4	18
ASSET SIZE (MILLIONS)	26	$44.3	$46.6	$48.5	$49.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$18,303	$21,830	$21,250	$24,750
BONUS	5	1,108	1,809	1,940	2,444
TOTAL COMPENSATION	10	19,846	22,735	21,750	25,125
AGE	10	38	47	42	58
YEARS OF EDUCATION	9	13	15	16	16
YEARS WITH PRESENT BANK	10	5	12	13	18
YEARS IN POSITION	10	3	8	6	14
REPORTING LEVEL	10	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	1	2	1	3
ASSET SIZE (MILLIONS)	10	$41.9	$45.5	$45.8	$49.0

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $50 TO $99 MILLION

Of the 434 banks submitting data for the West-South Central region, 51 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

- Top Advertising Officer
- Bond Department Manager
- Top Branch Administration Officer
- Top Correspondent Bank Officer
- Top International Banking Officer
- Junior Mortgage Loan Officer
- Officer Trainee (Master's Degree)
- Personal Banking Manager
- Portfolio Manager
- Training Director

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$45,500	$52,418	$53,000	$60,000
BONUS	31	3,655	7,892	5,000	10,000
TOTAL COMPENSATION	49	49,000	57,411	58,000	65,116
AGE	48	45	51	52	57
YEARS OF EDUCATION	47	14	15	16	16
YEARS WITH PRESENT BANK	49	5	15	12	24
YEARS IN POSITION	47	3	8	6	11
REPORTING LEVEL	49	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	47	71	82	80	94
ASSET SIZE (MILLIONS)	49	$61.9	$71.9	$72.8	$82.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$32,300	$36,719	$35,400	$42,372
BONUS	29	1,981	3,713	3,000	5,189
TOTAL COMPENSATION	49	34,050	38,917	37,000	44,000
AGE	48	40	48	46	55
YEARS OF EDUCATION	48	12	15	16	16
YEARS WITH PRESENT BANK	49	7	17	15	26
YEARS IN POSITION	45	2	6	5	8
REPORTING LEVEL	44	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	14	50	32	84
ASSET SIZE (MILLIONS)	49	$60.4	$71.6	$71.5	$82.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$18,000	$26,689	$27,000	$30,000
BONUS	13	1,461	2,962	2,416	4,510
TOTAL COMPENSATION	19	18,750	28,715	29,400	32,416
AGE	18	34	44	41	55
YEARS OF EDUCATION	19	12	14	14	16
YEARS WITH PRESENT BANK	19	6	14	12	18
YEARS IN POSITION	18	2	4	3	7
REPORTING LEVEL	19	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	19	6	34	20	60
ASSET SIZE (MILLIONS)	19	$55.1	$73.0	$75.0	$89.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$18,800	$24,352	$21,600	$31,280
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	19,631	25,104	23,400	31,430
AGE	5	31	43	35	59
YEARS OF EDUCATION	5	13	15	16	18
YEARS WITH PRESENT BANK	5	5	13	11	22
YEARS IN POSITION	5	1	3	4	5
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED	5	1	14	2	32
ASSET SIZE (MILLIONS)	5	$66.0	$73.2	$71.5	$81.2

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$12,870	$18,828	$19,000	$24,700
BONUS	5	414	1,706	1,900	2,900
TOTAL COMPENSATION	5	15,183	20,534	20,900	25,702
AGE	5	35	40	38	46
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	6	8	7	12
YEARS IN POSITION	5	2	4	5	6
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED	5	5	7	7	10
ASSET SIZE (MILLIONS)	5	$50.8	$62.9	$60.0	$76.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$14,460	$16,802	$15,500	$20,379
BONUS	7	1,500	2,909	1,600	5,000
TOTAL COMPENSATION	8	15,250	19,348	17,156	21,959
AGE	8	35	44	42	53
YEARS OF EDUCATION	7	12	14	12	16
YEARS WITH PRESENT BANK	8	4	11	7	17
YEARS IN POSITION	8	3	6	5	11
REPORTING LEVEL	7	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	8	2	7	6	10
ASSET SIZE (MILLIONS)	8	$53.2	$69.3	$66.0	$83.7

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$12,600	$14,616	$14,700	$17,400
BONUS	8	491	1,540	867	1,700
TOTAL COMPENSATION	11	12,604	15,736	15,400	17,582
AGE	10	32	40	43	46
YEARS OF EDUCATION	10	12	13	12	15
YEARS WITH PRESENT BANK	11	5	9	8	12
YEARS IN POSITION	11	2	3	3	5
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	10	4	5	5	6
ASSET SIZE (MILLIONS)	11	$54.0	$67.9	$60.0	$86.2

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$13,558	$17,951	$16,000	$23,320
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	13,808	18,051	16,000	23,320
AGE	5	31	41	32	56
YEARS OF EDUCATION	5	12	14	16	16
YEARS WITH PRESENT BANK	5	2	8	8	16
YEARS IN POSITION	5	2	4	3	7
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$58.0	$68.8	$68.0	$80.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$13,050	$15,229	$15,500	$17,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	13,050	15,617	15,500	17,575
AGE	7	32	44	45	61
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	7	6	10	9	13
YEARS IN POSITION	7	3	4	3	6
REPORTING LEVEL	6	5	4	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$60.0	$73.4	$79.6	$82.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$13,925	$17,476	$15,000	$21,800
BONUS	5	963	1,509	1,250	2,186
TOTAL COMPENSATION	13	13,925	18,056	16,250	22,763
AGE	13	30	41	34	51
YEARS OF EDUCATION	13	15	16	16	17
YEARS WITH PRESENT BANK	13	2	5	4	9
YEARS IN POSITION	13	2	3	3	4
REPORTING LEVEL	12	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	12	2	4	4	5
ASSET SIZE (MILLIONS)	13	$60.0	$71.9	$75.0	$84.9

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$23,500	$28,089	$29,500	$33,019
BONUS	7	1,000	1,893	2,461	2,500
TOTAL COMPENSATION	20	24,501	28,752	30,000	33,973
AGE	19	31	41	41	45
YEARS OF EDUCATION	20	12	14	15	16
YEARS WITH PRESENT BANK	20	6	13	8	20
YEARS IN POSITION	20	2	5	3	7
REPORTING LEVEL	20	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	19	5	9	6	12
ASSET SIZE (MILLIONS)	20	$66.3	$74.8	$75.0	$81.4

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$20,925	$24,979	$24,180	$27,072
BONUS	20	1,204	2,037	2,001	2,540
TOTAL COMPENSATION	36	21,250	26,110	25,713	29,244
AGE	35	33	44	42	53
YEARS OF EDUCATION	36	12	14	16	16
YEARS WITH PRESENT BANK	36	7	14	11	23
YEARS IN POSITION	35	2	6	3	7
REPORTING LEVEL	36	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	26	1	2	2	3
ASSET SIZE (MILLIONS)	36	$65.0	$74.1	$75.0	$84.4

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$15,337	$18,589	$18,000	$21,425
BONUS	6	465	1,306	1,300	2,038
TOTAL COMPENSATION	17	15,850	19,050	18,500	22,065
AGE	16	29	38	35	48
YEARS OF EDUCATION	17	14	15	16	16
YEARS WITH PRESENT BANK	17	4	10	6	9
YEARS IN POSITION	17	2	3	2	4
REPORTING LEVEL	17	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	1	1	1	1
ASSET SIZE (MILLIONS)	17	$70.0	$78.5	$79.6	$86.9

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$13,748	$17,436	$17,100	$20,475
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	13,748	17,564	17,550	20,506
AGE	8	32	38	37	45
YEARS OF EDUCATION	8	12	14	15	16
YEARS WITH PRESENT BANK	8	6	9	9	13
YEARS IN POSITION	8	2	5	5	7
REPORTING LEVEL	8	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	8	3	10	8	16
ASSET SIZE (MILLIONS)	8	$60.1	$68.2	$69.7	$76.7

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$23,750	$28,263	$27,500	$31,688
BONUS	18	1,840	3,572	2,659	5,072
TOTAL COMPENSATION	30	25,002	30,406	29,500	33,120
AGE	29	36	43	41	48
YEARS OF EDUCATION	27	14	16	16	16
YEARS WITH PRESENT BANK	30	5	12	10	19
YEARS IN POSITION	28	2	5	3	6
REPORTING LEVEL	28	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	28	3	27	8	61
ASSET SIZE (MILLIONS)	30	$60.0	$71.9	$71.5	$84.9

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$12,375	$14,540	$14,325	$16,475
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	12,475	14,952	14,850	16,572
AGE	16	28	39	36	46
YEARS OF EDUCATION	16	12	15	16	16
YEARS WITH PRESENT BANK	16	2	7	4	8
YEARS IN POSITION	14	2	3	3	4
REPORTING LEVEL	16	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	13	1	3	3	4
ASSET SIZE (MILLIONS)	16	$63.2	$73.1	$75.5	$81.4

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$17,500	$21,932	$21,960	$27,200
BONUS	16	1,288	2,409	1,815	2,547
TOTAL COMPENSATION	35	18,958	23,033	22,700	28,000
AGE	34	40	44	43	49
YEARS OF EDUCATION	35	12	14	14	16
YEARS WITH PRESENT BANK	35	3	9	5	13
YEARS IN POSITION	34	2	4	4	5
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	34	5	8	7	9
ASSET SIZE (MILLIONS)	35	$63.5	$72.6	$71.5	$82.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$14,000	$18,268	$17,050	$21,563
BONUS	22	988	1,808	1,688	2,340
TOTAL COMPENSATION	44	15,303	19,172	17,100	24,309
AGE	42	34	42	42	51
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	43	6	12	10	17
YEARS IN POSITION	42	2	6	5	6
REPORTING LEVEL	43	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	24	1	3	2	4
ASSET SIZE (MILLIONS)	44	$63.1	$72.6	$72.9	$82.7

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$12,200	$15,899	$15,600	$18,500
BONUS	11	910	1,516	1,575	1,770
TOTAL COMPENSATION	27	12,910	16,517	16,083	19,470
AGE	26	30	39	36	48
YEARS OF EDUCATION	27	12	14	15	16
YEARS WITH PRESENT BANK	26	2	8	4	9
YEARS IN POSITION	26	2	3	2	4
REPORTING LEVEL	20	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	14	1	14	2	5
ASSET SIZE (MILLIONS)	27	$63.5	$74.1	$75.0	$83.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$14,460	$20,013	$17,500	$25,600
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	15,856	20,323	17,500	25,600
AGE	9	29	36	34	41
YEARS OF EDUCATION	9	14	15	16	16
YEARS WITH PRESENT BANK	9	1	5	3	8
YEARS IN POSITION	9	1	2	2	3
REPORTING LEVEL	8	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	5	9	6	16
ASSET SIZE (MILLIONS)	9	$69.2	$78.6	$77.3	$87.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$15,300	$19,669	$19,260	$23,100
BONUS	13	826	1,530	1,550	2,254
TOTAL COMPENSATION	23	15,800	20,534	19,560	24,758
AGE	23	32	39	35	48
YEARS OF EDUCATION	23	12	15	16	16
YEARS WITH PRESENT BANK	23	4	6	5	9
YEARS IN POSITION	22	2	4	3	4
REPORTING LEVEL	22	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	17	1	6	2	6
ASSET SIZE (MILLIONS)	23	$59.0	$69.7	$65.6	$79.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$20,625	$25,400	$27,400	$28,695
BONUS	6	2,019	3,079	2,793	3,685
TOTAL COMPENSATION	13	21,513	26,821	27,420	32,699
AGE	13	36	45	47	53
YEARS OF EDUCATION	13	13	15	16	16
YEARS WITH PRESENT BANK	13	4	12	7	22
YEARS IN POSITION	13	2	4	3	6
REPORTING LEVEL	13	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	11	1	3	1	3
ASSET SIZE (MILLIONS)	13	$64.8	$74.3	$75.0	$85.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$20,050	$23,018	$24,000	$25,494
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	21,453	24,039	24,000	26,645
AGE	5	39	48	51	56
YEARS OF EDUCATION	5	12	14	14	16
YEARS WITH PRESENT BANK	5	3	14	4	30
YEARS IN POSITION	5	2	3	2	6
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	1	2	2	4
ASSET SIZE (MILLIONS)	5	$69.2	$79.4	$79.6	$89.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$9,672	$13,072	$12,000	$15,000
BONUS	7	500	1,116	1,050	1,950
TOTAL COMPENSATION	20	10,163	13,463	13,006	15,540
AGE	19	33	45	46	55
YEARS OF EDUCATION	19	12	13	12	13
YEARS WITH PRESENT BANK	20	8	15	15	22
YEARS IN POSITION	20	2	5	3	7
REPORTING LEVEL	19	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	17	4	5	4	5
ASSET SIZE (MILLIONS)	20	$68.3	$77.7	$78.4	$85.9

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$10,850	$11,589	$12,000	$12,000
BONUS	6	644	813	853	1,000
TOTAL COMPENSATION	16	11,025	11,894	12,000	12,763
AGE	16	24	26	26	28
YEARS OF EDUCATION	16	16	16	16	16
YEARS WITH PRESENT BANK	16	2	2	2	3
YEARS IN POSITION	16	1	2	2	2
REPORTING LEVEL	16	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	2	10	4	22
ASSET SIZE (MILLIONS)	16	$59.2	$71.2	$71.6	$82.2

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	34	$20,000	$23,040	$22,719	$25,131
BONUS	18	1,531	2,545	2,050	2,500
TOTAL COMPENSATION	34	20,450	24,387	23,528	26,125
AGE	33	36	42	40	46
YEARS OF EDUCATION	34	12	14	14	16
YEARS WITH PRESENT BANK	34	5	11	10	14
YEARS IN POSITION	33	2	4	4	6
REPORTING LEVEL	33	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	34	25	47	50	62
ASSET SIZE (MILLIONS)	34	$65.0	$74.6	$75.5	$83.4

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$13,590	$17,569	$17,090	$21,750
BONUS	5	1,002	1,861	1,762	2,771
TOTAL COMPENSATION	8	14,031	18,732	18,819	23,605
AGE	7	43	49	50	57
YEARS OF EDUCATION	8	12	14	14	16
YEARS WITH PRESENT BANK	8	3	20	21	35
YEARS IN POSITION	8	3	9	5	15
REPORTING LEVEL	8	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	6	1	2	1	3
ASSET SIZE (MILLIONS)	8	$60.6	$73.5	$76.1	$84.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$15,469	$16,529	$16,350	$18,050
BONUS	7	488	1,537	1,542	1,800
TOTAL COMPENSATION	18	15,755	17,127	17,138	18,540
AGE	18	32	42	36	52
YEARS OF EDUCATION	18	12	14	14	16
YEARS WITH PRESENT BANK	18	4	12	10	18
YEARS IN POSITION	18	2	3	2	4
REPORTING LEVEL	17	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	15	3	21
ASSET SIZE (MILLIONS)	18	$70.3	$78.9	$80.9	$85.3

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$12,675	$16,399	$15,000	$20,525
BONUS	7	702	1,218	1,100	1,917
TOTAL COMPENSATION	16	13,477	16,932	15,000	20,950
AGE	16	32	42	38	57
YEARS OF EDUCATION	16	12	14	13	16
YEARS WITH PRESENT BANK	16	3	7	5	9
YEARS IN POSITION	16	1	3	2	5
REPORTING LEVEL	16	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	3	16	5	22
ASSET SIZE (MILLIONS)	16	$63.2	$71.3	$73.2	$81.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$21,920	$25,511	$23,000	$26,850
BONUS	6	1,106	1,791	1,842	2,497
TOTAL COMPENSATION	17	22,340	26,143	25,121	26,850
AGE	17	34	42	41	48
YEARS OF EDUCATION	17	16	16	16	16
YEARS WITH PRESENT BANK	17	3	7	5	10
YEARS IN POSITION	16	2	4	4	6
REPORTING LEVEL	17	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	17	1	2	2	3
ASSET SIZE (MILLIONS)	17	$61.6	$71.5	$68.0	$80.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $ 50 TO $ 99 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$9,000	$12,362	$12,500	$15,436
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	9,974	12,846	13,000	15,436
AGE	9	42	49	55	59
YEARS OF EDUCATION	10	12	13	12	14
YEARS WITH PRESENT BANK	10	6	13	12	16
YEARS IN POSITION	10	2	3	2	4
REPORTING LEVEL	9	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	1	2	2	3
ASSET SIZE (MILLIONS)	10	$62.7	$74.4	$74.5	$87.1

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $100 TO $249 MILLION

Of the 434 banks submitting data for the West-South Central region, 47 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Bond Department Manager
Branch Manager-Large
Top International Banking Officer
Officer Trainee (Master's Degree)

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$60,000	$66,699	$65,000	$77,000
BONUS	28	6,125	15,245	10,313	23,809
TOTAL COMPENSATION	47	64,000	75,781	74,347	90,720
AGE	46	44	51	50	61
YEARS OF EDUCATION	46	16	16	16	16
YEARS WITH PRESENT BANK	47	5	15	10	22
YEARS IN POSITION	47	3	7	5	11
REPORTING LEVEL	47	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	41	113	158	154	190
ASSET SIZE (MILLIONS)	47	$112.0	$150.5	$144.0	$181.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$41,000	$48,276	$44,928	$56,496
BONUS	21	3,300	6,701	4,833	8,567
TOTAL COMPENSATION	39	43,370	51,884	46,800	60,504
AGE	39	39	46	47	54
YEARS OF EDUCATION	38	16	16	16	16
YEARS WITH PRESENT BANK	39	4	12	8	17
YEARS IN POSITION	39	2	4	4	6
REPORTING LEVEL	36	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	32	42	115	102	171
ASSET SIZE (MILLIONS)	39	$115.0	$151.6	$144.0	$188.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$25,875	$34,313	$32,700	$37,850
BONUS	8	1,670	3,913	3,180	5,413
TOTAL COMPENSATION	22	27,875	35,736	34,026	38,298
AGE	22	37	44	41	52
YEARS OF EDUCATION	22	14	16	16	16
YEARS WITH PRESENT BANK	22	5	11	7	13
YEARS IN POSITION	22	2	4	3	7
REPORTING LEVEL	21	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	20	26	68	41	114
ASSET SIZE (MILLIONS)	22	$110.3	$149.3	$133.0	$186.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$17,113	$25,289	$22,500	$27,306
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	19,095	25,977	24,116	27,306
AGE	10	33	42	45	48
YEARS OF EDUCATION	10	15	16	16	16
YEARS WITH PRESENT BANK	10	3	7	4	10
YEARS IN POSITION	10	2	4	3	6
REPORTING LEVEL	10	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	10	$111.1	$158.2	$170.0	$193.4

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$25,000	$29,782	$26,000	$33,600
BONUS	8	1,137	2,942	2,690	3,270
TOTAL COMPENSATION	23	25,000	30,806	28,500	39,095
AGE	23	34	43	42	53
YEARS OF EDUCATION	22	16	16	16	18
YEARS WITH PRESENT BANK	23	5	10	9	13
YEARS IN POSITION	23	3	5	4	6
REPORTING LEVEL	20	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	17	3	23	6	28
ASSET SIZE (MILLIONS)	23	$108.5	$151.7	$140.0	$200.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$16,375	$26,519	$23,500	$32,500
BONUS	6	1,625	1,770	2,000	2,054
TOTAL COMPENSATION	14	17,000	27,277	24,274	33,850
AGE	13	42	50	50	61
YEARS OF EDUCATION	14	15	15	16	16
YEARS WITH PRESENT BANK	14	5	11	10	18
YEARS IN POSITION	14	2	5	4	7
REPORTING LEVEL	14	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	11	1	6	1	4
ASSET SIZE (MILLIONS)	14	$109.5	$145.8	$132.9	$177.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$13,813	$14,747	$14,070	$15,800
BONUS	5	453	796	750	1,163
TOTAL COMPENSATION	8	14,522	15,245	14,950	16,244
AGE	8	33	44	46	53
YEARS OF EDUCATION	6	15	16	16	17
YEARS WITH PRESENT BANK	8	2	6	7	10
YEARS IN POSITION	8	2	4	4	5
REPORTING LEVEL	7	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$103.2	$142.5	$127.5	$183.7

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$21,050	$24,544	$24,000	$27,575
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	21,050	25,697	24,500	31,916
AGE	12	35	44	44	51
YEARS OF EDUCATION	12	12	14	14	16
YEARS WITH PRESENT BANK	12	8	15	12	19
YEARS IN POSITION	12	2	5	4	7
REPORTING LEVEL	12	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	12	38	65	62	96
ASSET SIZE (MILLIONS)	12	$144.7	$167.0	$164.2	$194.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$16,125	$19,930	$20,550	$22,575
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	16,300	20,695	22,075	23,550
AGE	12	33	42	44	49
YEARS OF EDUCATION	12	12	14	14	16
YEARS WITH PRESENT BANK	12	7	18	21	26
YEARS IN POSITION	12	1	6	4	10
REPORTING LEVEL	12	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	12	11	12	12	13
ASSET SIZE (MILLIONS)	12	$117.5	$146.8	$149.5	$173.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$14,705	$16,155	$16,600	$17,450
BONUS	5	655	1,941	1,900	3,248
TOTAL COMPENSATION	17	15,349	16,725	17,100	17,847
AGE	17	36	42	38	48
YEARS OF EDUCATION	17	12	14	14	16
YEARS WITH PRESENT BANK	17	7	12	9	15
YEARS IN POSITION	17	2	6	4	7
REPORTING LEVEL	16	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	17	5	6	6	8
ASSET SIZE (MILLIONS)	17	$133.0	$157.6	$155.0	$185.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$12,625	$15,896	$15,150	$18,938
BONUS	9	606	1,194	1,125	1,728
TOTAL COMPENSATION	28	12,625	16,280	15,552	19,375
AGE	28	28	35	33	42
YEARS OF EDUCATION	28	14	15	16	16
YEARS WITH PRESENT BANK	28	3	5	4	8
YEARS IN POSITION	28	1	3	3	3
REPORTING LEVEL	28	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	27	3	6	4	6
ASSET SIZE (MILLIONS)	28	$114.5	$152.5	$145.0	$190.2

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	33	$27,000	$32,331	$31,000	$37,942
BONUS	13	1,950	3,426	2,530	4,636
TOTAL COMPENSATION	33	27,500	33,680	34,255	38,955
AGE	33	38	45	44	52
YEARS OF EDUCATION	33	14	15	16	16
YEARS WITH PRESENT BANK	33	5	15	12	25
YEARS IN POSITION	33	2	5	4	6
REPORTING LEVEL	33	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	32	7	15	12	20
ASSET SIZE (MILLIONS)	33	$118.3	$156.2	$150.0	$191.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$21.300	$26.090	$25.002	$28.800
BONUS	20	975	1.810	1.900	2.354
TOTAL COMPENSATION	45	22.500	26.894	25.700	29.455
AGE	45	32	41	38	50
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	45	3	11	7	16
YEARS IN POSITION	45	2	4	3	6
REPORTING LEVEL	43	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	28	1	3	1	4
ASSET SIZE (MILLIONS)	45	$112.3	$151.4	$144.0	$184.7

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	34	$14.300	$18.345	$17.750	$19.975
BONUS	14	680	1.337	1.133	2.189
TOTAL COMPENSATION	34	15.073	18.895	18.050	21.075
AGE	34	29	33	31	34
YEARS OF EDUCATION	34	15	15	16	16
YEARS WITH PRESENT BANK	34	4	7	6	9
YEARS IN POSITION	34	2	2	2	3
REPORTING LEVEL	34	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	13	1	1	1	2
ASSET SIZE (MILLIONS)	34	$112.2	$152.6	$148.5	$184.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$21.630	$27.488	$25.800	$33.750
BONUS	5	971	2.249	1.500	3.901
TOTAL COMPENSATION	13	21.730	28.353	25.800	34.526
AGE	13	34	42	42	52
YEARS OF EDUCATION	13	15	15	16	16
YEARS WITH PRESENT BANK	13	6	14	11	25
YEARS IN POSITION	13	3	6	4	7
REPORTING LEVEL	13	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	1	3	1	7
ASSET SIZE (MILLIONS)	13	$105.2	$157.4	$147.0	$210.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$21.350	$25.645	$24.300	$29.000
BONUS	10	575	1.717	1.438	2.722
TOTAL COMPENSATION	19	23.500	26.549	26.175	30.480
AGE	19	38	42	42	45
YEARS OF EDUCATION	19	14	15	16	16
YEARS WITH PRESENT BANK	19	4	9	7	13
YEARS IN POSITION	19	2	5	4	7
REPORTING LEVEL	18	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	19	10	16	14	22
ASSET SIZE (MILLIONS)	19	$112.0	$157.0	$153.2	$196.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$25,005	$31,084	$29,250	$33,744
BONUS	13	1,242	4,697	3,360	6,909
TOTAL COMPENSATION	32	25,265	32,992	30,420	38,490
AGE	32	34	43	41	50
YEARS OF EDUCATION	32	16	16	16	18
YEARS WITH PRESENT BANK	32	5	12	9	14
YEARS IN POSITION	32	3	5	5	7
REPORTING LEVEL	31	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	29	6	33	9	30
ASSET SIZE (MILLIONS)	32	$116.1	$152.7	$143.5	$179.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$10,230	$13,139	$12,750	$16,875
BONUS	9	690	1,234	1,340	1,898
TOTAL COMPENSATION	24	10,230	13,601	12,750	16,875
AGE	24	30	38	36	47
YEARS OF EDUCATION	23	12	14	14	14
YEARS WITH PRESENT BANK	24	2	5	4	7
YEARS IN POSITION	24	2	3	3	3
REPORTING LEVEL	23	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	15	1	5	3	9
ASSET SIZE (MILLIONS)	24	$124.2	$154.2	$150.1	$181.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	38	$21,000	$25,318	$25,000	$28,000
BONUS	15	1,500	2,205	2,380	2,677
TOTAL COMPENSATION	38	21,900	26,188	25,300	29,363
AGE	38	37	45	45	52
YEARS OF EDUCATION	37	14	14	14	16
YEARS WITH PRESENT BANK	38	4	11	7	14
YEARS IN POSITION	38	2	4	3	5
REPORTING LEVEL	37	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	35	6	16	12	19
ASSET SIZE (MILLIONS)	38	$118.0	$155.6	$151.6	$184.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$15,664	$17,804	$17,676	$19,510
BONUS	16	683	1,665	1,600	2,270
TOTAL COMPENSATION	40	15,813	18,470	18,125	20,375
AGE	40	34	43	42	52
YEARS OF EDUCATION	39	12	14	14	16
YEARS WITH PRESENT BANK	40	6	14	9	20
YEARS IN POSITION	39	3	7	5	11
REPORTING LEVEL	39	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	21	1	3	2	4
ASSET SIZE (MILLIONS)	40	$112.1	$153.9	$151.6	$186.3

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$17,000	$19,820	$18,720	$22,250
BONUS	14	1,188	1,815	1,600	2,443
TOTAL COMPENSATION	37	17,829	20,506	19,000	23,429
AGE	37	29	36	33	41
YEARS OF EDUCATION	36	14	15	16	16
YEARS WITH PRESENT BANK	37	2	8	5	10
YEARS IN POSITION	37	2	4	3	4
REPORTING LEVEL	32	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	29	2	5	2	4
ASSET SIZE (MILLIONS)	37	$113.8	$154.3	$150.0	$184.7

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$17,000	$21,996	$21,000	$25,596
BONUS	8	815	2,005	1,250	3,778
TOTAL COMPENSATION	19	17,000	22,841	21,500	26,965
AGE	19	30	42	41	48
YEARS OF EDUCATION	18	14	15	16	16
YEARS WITH PRESENT BANK	19	2	10	5	11
YEARS IN POSITION	19	2	3	2	3
REPORTING LEVEL	18	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	3	7	7	9
ASSET SIZE (MILLIONS)	19	$115.0	$157.7	$147.0	$194.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$18,103	$24,746	$23,250	$28,000
BONUS	11	1,160	2,209	2,379	3,000
TOTAL COMPENSATION	28	18,670	25,614	24,250	29,500
AGE	28	33	39	36	45
YEARS OF EDUCATION	28	16	16	16	16
YEARS WITH PRESENT BANK	28	2	7	5	10
YEARS IN POSITION	28	2	3	3	5
REPORTING LEVEL	28	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	24	2	5	3	5
ASSET SIZE (MILLIONS)	28	$124.2	$159.4	$151.6	$198.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$21,075	$26,402	$26,400	$31,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	17	21,900	26,827	26,400	31,925
AGE	17	34	42	40	49
YEARS OF EDUCATION	16	14	15	16	16
YEARS WITH PRESENT BANK	17	4	8	6	11
YEARS IN POSITION	17	2	3	3	4
REPORTING LEVEL	16	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	2	6	5	7
ASSET SIZE (MILLIONS)	17	$103.0	$144.1	$132.3	$174.2

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$17,250	$22,086	$20,300	$25,000
BONUS	6	1,113	1,715	1,700	2,366
TOTAL COMPENSATION	21	17,750	22,576	21,628	26,000
AGE	20	33	45	49	55
YEARS OF EDUCATION	20	12	14	15	16
YEARS WITH PRESENT BANK	21	4	11	8	17
YEARS IN POSITION	21	2	5	3	7
REPORTING LEVEL	20	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	10	1	6	2	7
ASSET SIZE (MILLIONS)	21	$103.2	$143.0	$132.0	$176.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,375	$15,500	$16,250	$18,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	13,088	15,658	16,250	18,250
AGE	5	26	33	31	41
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	6	2	5	4	8
YEARS IN POSITION	6	1	2	2	3
REPORTING LEVEL	5	5	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$100.0	$160.8	$164.2	$209.7

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	33	$11,500	$13,773	$13,300	$16,265
BONUS	11	750	1,030	1,100	1,250
TOTAL COMPENSATION	33	11,615	14,116	13,750	17,090
AGE	32	44	49	49	54
YEARS OF EDUCATION	31	12	13	12	13
YEARS WITH PRESENT BANK	32	10	18	16	25
YEARS IN POSITION	32	2	4	4	6
REPORTING LEVEL	32	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	26	3	7	5	7
ASSET SIZE (MILLIONS)	33	$111.0	$152.3	$150.0	$184.7

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$9,000	$9,880	$10,400	$11,100
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	19	9,135	9,993	10,400	11,700
AGE	19	24	27	25	26
YEARS OF EDUCATION	18	16	16	16	16
YEARS WITH PRESENT BANK	19	1	2	2	2
YEARS IN POSITION	19	1	2	2	2
REPORTING LEVEL	17	5	5	5	4
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	19	$115.0	$160.4	$155.0	$200.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$21,583	$27,097	$26,650	$32,775
BONUS	18	1,247	3,434	1,924	2,963
TOTAL COMPENSATION	40	21,660	28,642	27,300	32,813
AGE	40	34	43	41	53
YEARS OF EDUCATION	39	13	15	14	16
YEARS WITH PRESENT BANK	40	6	15	12	23
YEARS IN POSITION	40	3	6	4	8
REPORTING LEVEL	38	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	36	28	61	53	76
ASSET SIZE (MILLIONS)	40	$110.5	$149.2	$142.0	$181.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$15,950	$22,151	$22,853	$27,675
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	17,334	22,718	22,853	27,675
AGE	8	39	45	41	51
YEARS OF EDUCATION	7	12	15	16	16
YEARS WITH PRESENT BANK	8	4	11	7	19
YEARS IN POSITION	8	2	4	3	5
REPORTING LEVEL	7	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	8	21	25	33
ASSET SIZE (MILLIONS)	8	$100.5	$130.7	$119.5	$163.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$14,250	$17,140	$16,200	$20,025
BONUS	5	750	1,105	800	1,613
TOTAL COMPENSATION	13	14,625	17,565	16,500	20,025
AGE	13	35	43	45	48
YEARS OF EDUCATION	12	14	15	16	16
YEARS WITH PRESENT BANK	13	7	13	11	21
YEARS IN POSITION	13	2	3	3	5
REPORTING LEVEL	12	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	9	4	12	8	15
ASSET SIZE (MILLIONS)	13	$109.0	$148.7	$140.0	$196.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$15,000	$18,956	$19,600	$21,600
BONUS	16	500	1,263	1,300	1,995
TOTAL COMPENSATION	39	16,200	19,474	20,000	22,000
AGE	39	34	43	44	51
YEARS OF EDUCATION	38	13	15	15	16
YEARS WITH PRESENT BANK	39	3	9	6	13
YEARS IN POSITION	39	2	4	2	5
REPORTING LEVEL	38	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	32	2	15	3	4
ASSET SIZE (MILLIONS)	39	$115.0	$154.7	$150.0	$188.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$15,705	$25,370	$21,200	$37,750
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	6	15,705	25,370	21,200	37,750
AGE	6	29	36	37	42
YEARS OF EDUCATION	6	13	15	16	16
YEARS WITH PRESENT BANK	6	4	8	9	10
YEARS IN POSITION	6	2	4	4	5
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	1	4	4	7
ASSET SIZE (MILLIONS)	6	$109.5	$145.1	$140.5	$182.3

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$13,875	$18,157	$18,500	$22,176
BONUS	7	755	1,544	1,950	2,050
TOTAL COMPENSATION	18	13,875	18,757	18,800	22,563
AGE	18	38	47	47	57
YEARS OF EDUCATION	18	14	15	14	16
YEARS WITH PRESENT BANK	18	3	14	9	24
YEARS IN POSITION	18	2	4	3	6
REPORTING LEVEL	17	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	2	9	6	11
ASSET SIZE (MILLIONS)	18	$109.6	$145.0	$140.5	$177.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$9,900	$13,383	$11,850	$17,490
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	10,013	13,514	11,850	17,940
AGE	8	38	43	45	50
YEARS OF EDUCATION	8	14	15	16	16
YEARS WITH PRESENT BANK	8	2	6	3	10
YEARS IN POSITION	8	1	2	2	2
REPORTING LEVEL	8	4	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$113.3	$144.8	$136.0	$168.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$26,750	$33,138	$33,183	$37,150
BONUS	14	960	2,448	2,729	3,400
TOTAL COMPENSATION	36	28,985	34,089	34,225	37,425
AGE	36	38	43	42	48
YEARS OF EDUCATION	35	16	17	16	19
YEARS WITH PRESENT BANK	36	4	9	6	13
YEARS IN POSITION	35	3	5	4	6
REPORTING LEVEL	34	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	34	4	8	6	12
ASSET SIZE (MILLIONS)	36	$110.5	$151.4	$143.5	$186.3

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$12,100	$16,361	$15,300	$18,100
BONUS	12	528	1,365	1,013	2,154
TOTAL COMPENSATION	31	12,750	16,889	15,300	19,140
AGE	31	35	43	41	53
YEARS OF EDUCATION	30	12	15	15	16
YEARS WITH PRESENT BANK	31	4	10	8	14
YEARS IN POSITION	31	2	5	3	7
REPORTING LEVEL	30	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	27	2	4	3	5
ASSET SIZE (MILLIONS)	31	$110.0	$152.1	$147.0	$188.0

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $250 TO $499 MILLION

Of the 434 banks submitting data for the West-South Central region, 15 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Bank Investment Officer
Bond Department Manager
Branch Manager-Large
Branch Manager-Samll
Business Development Officer
Top Correspondent Bank Officer
Top International Banking Officer
Officer Trainee (Master's Degree)
Personal Banking Officer
Portfolio Manager
Training Director

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$78,000	$87,321	$87,000	$100,000
BONUS	7	11,665	20,932	20,000	22,320
TOTAL COMPENSATION	15	80,000	97,089	98,665	101,000
AGE	15	50	53	53	59
YEARS OF EDUCATION	14	16	16	16	16
YEARS WITH PRESENT BANK	15	6	15	13	25
YEARS IN POSITION	15	2	6	4	8
REPORTING LEVEL	15	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	14	223	300	289	432
ASSET SIZE (MILLIONS)	15	$283.5	$347.7	$326.5	$421.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$50,875	$61,683	$61,500	$72,175
BONUS	6	9,130	15,736	11,688	23,049
TOTAL COMPENSATION	12	56,471	69,551	69,000	80,055
AGE	12	41	48	49	54
YEARS OF EDUCATION	11	16	16	16	17
YEARS WITH PRESENT BANK	12	5	14	12	24
YEARS IN POSITION	12	2	4	4	7
REPORTING LEVEL	12	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	11	45	174	145	296
ASSET SIZE (MILLIONS)	12	$287.6	$363.4	$345.6	$442.9

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$34,975	$46,530	$46,970	$52,375
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	40,950	51,518	48,672	56,875
AGE	8	42	46	47	53
YEARS OF EDUCATION	7	15	15	16	16
YEARS WITH PRESENT BANK	8	7	16	14	29
YEARS IN POSITION	8	4	6	6	9
REPORTING LEVEL	6	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	6	16	84	59	147
ASSET SIZE (MILLIONS)	8	$285.3	$357.4	$345.6	$421.3

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$17,525	$24,507	$20,970	$33,053
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	17,525	28,419	22,720	42,719
AGE	6	32	43	43	52
YEARS OF EDUCATION	6	16	16	16	16
YEARS WITH PRESENT BANK	6	7	13	13	20
YEARS IN POSITION	6	4	7	7	9
REPORTING LEVEL	6	3	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$287.7	$347.0	$329.8	$428.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$22,775	$27,810	$28,500	$32,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	22,775	29,560	28,500	36,875
AGE	5	36	42	44	49
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	12	18	17	26
YEARS IN POSITION	5	2	4	3	6
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$268.7	$363.7	$333.2	$474.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$18,275	$24,010	$22,000	$30,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	18,275	25,710	22,000	35,000
AGE	5	33	41	42	50
YEARS OF EDUCATION	5	13	14	14	16
YEARS WITH PRESENT BANK	5	9	16	17	22
YEARS IN POSITION	5	3	8	6	15
REPORTING LEVEL	5	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	11	17	18	24
ASSET SIZE (MILLIONS)	5	$268.7	$322.3	$291.0	$391.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$20,000	$31,663	$32,400	$41,375
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	20,000	35,473	35,500	50,414
AGE	7	37	52	55	62
YEARS OF EDUCATION	8	15	15	16	16
YEARS WITH PRESENT BANK	7	8	11	10	14
YEARS IN POSITION	8	3	6	6	8
REPORTING LEVEL	8	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	1	3	2	5
ASSET SIZE (MILLIONS)	8	$295.9	$372.5	$389.0	$442.9

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$18,000	$21,472	$22,000	$25,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	18,000	22,422	22,000	26,353
AGE	11	32	42	38	54
YEARS OF EDUCATION	10	16	16	16	16
YEARS WITH PRESENT BANK	11	3	8	5	12
YEARS IN POSITION	11	2	5	4	8
REPORTING LEVEL	11	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	10	5	9	9	13
ASSET SIZE (MILLIONS)	11	$259.8	$343.1	$326.5	$450.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$27,625	$34,829	$36,270	$40,250
BONUS	7	3,300	7,501	5,000	14,740
TOTAL COMPENSATION	14	27,656	38,579	39,000	44,426
AGE	14	33	40	37	47
YEARS OF EDUCATION	13	14	15	16	16
YEARS WITH PRESENT BANK	14	8	13	11	19
YEARS IN POSITION	14	2	4	4	6
REPORTING LEVEL	14	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	10	19	15	26
ASSET SIZE (MILLIONS)	14	$283.2	$352.3	$329.8	$428.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$25,000	$28,803	$28,200	$32,900
BONUS	5	2,540	5,872	4,000	10,141
TOTAL COMPENSATION	15	25,000	30,761	30,250	37,000
AGE	14	34	42	40	47
YEARS OF EDUCATION	13	16	16	16	16
YEARS WITH PRESENT BANK	14	6	11	9	16
YEARS IN POSITION	14	3	4	4	6
REPORTING LEVEL	15	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	1	4	1	9
ASSET SIZE (MILLIONS)	15	$283.5	$347.7	$326.5	$421.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$15,353	$20,008	$18,800	$24,270
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	15,353	21,020	18,800	25,269
AGE	12	27	32	31	37
YEARS OF EDUCATION	11	16	16	16	16
YEARS WITH PRESENT BANK	12	3	6	4	7
YEARS IN POSITION	12	1	3	2	3
REPORTING LEVEL	12	5	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	12	$293.2	$364.6	$345.6	$442.9

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$24,750	$30,371	$29,704	$37,700
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	24,938	31,696	31,350	38,975
AGE	10	32	36	36	40
YEARS OF EDUCATION	9	14	15	16	16
YEARS WITH PRESENT BANK	10	3	9	9	15
YEARS IN POSITION	10	2	3	3	4
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	8	23	56	50	73
ASSET SIZE (MILLIONS)	10	$289.1	$373.8	$376.6	$452.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$27,825	$38,970	$37,150	$47,750
BONUS	6	5,335	10,389	7,045	16,677
TOTAL COMPENSATION	12	33,375	44,164	40,650	49,406
AGE	12	36	41	40	46
YEARS OF EDUCATION	11	16	17	16	18
YEARS WITH PRESENT BANK	12	4	10	9	17
YEARS IN POSITION	12	2	5	5	8
REPORTING LEVEL	12	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	11	6	42	11	15
ASSET SIZE (MILLIONS)	12	$285.3	$358.9	$329.8	$442.9

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$12,150	$14,793	$14,150	$16,888
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	12,150	15,148	14,150	18,463
AGE	12	29	36	34	41
YEARS OF EDUCATION	11	12	14	14	16
YEARS WITH PRESENT BANK	12	3	8	7	10
YEARS IN POSITION	12	2	4	3	4
REPORTING LEVEL	12	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	2	4	3	5
ASSET SIZE (MILLIONS)	12	$302.2	$368.2	$345.6	$442.9

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$22,250	$27,172	$27,600	$31,256
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	23,650	28,985	27,600	31,400
AGE	12	36	45	46	53
YEARS OF EDUCATION	11	12	14	14	16
YEARS WITH PRESENT BANK	12	7	11	9	15
YEARS IN POSITION	12	2	6	5	9
REPORTING LEVEL	12	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	11	8	15	14	21
ASSET SIZE (MILLIONS)	13	$287.2	$354.3	$326.5	$435.9

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$14,850	$17,659	$17,000	$20,642
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	15,150	18,381	17,700	21,440
AGE	13	32	38	37	42
YEARS OF EDUCATION	12	12	14	15	16
YEARS WITH PRESENT BANK	13	5	10	8	12
YEARS IN POSITION	12	3	6	4	6
REPORTING LEVEL	13	6	5	4	4
TOTAL EMPLOYEES SUPERVISED	9	2	6	4	11
ASSET SIZE (MILLIONS)	13	$271.6	$348.5	$308.8	$435.9

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$22,200	$24,770	$24,600	$27,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	22,500	25,607	24,952	30,000
AGE	11	30	37	35	42
YEARS OF EDUCATION	11	14	16	16	18
YEARS WITH PRESENT BANK	11	2	9	4	15
YEARS IN POSITION	11	2	5	4	6
REPORTING LEVEL	11	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	11	3	6	5	6
ASSET SIZE (MILLIONS)	11	$283.5	$349.1	$333.2	$421.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$22,625	$26,484	$27,780	$29,695
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	22,625	27,019	28,890	30,477
AGE	5	35	38	37	42
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	4	4	5	5
YEARS IN POSITION	5	3	3	3	5
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$337.9	$416.7	$450.0	$479.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$21,100	$29,961	$25,700	$40,500
BONUS	5	1,800	6,736	3,453	13,313
TOTAL COMPENSATION	11	21,100	33,023	29,153	40,500
AGE	11	33	40	35	46
YEARS OF EDUCATION	10	16	16	16	16
YEARS WITH PRESENT BANK	11	5	8	9	11
YEARS IN POSITION	11	2	4	3	5
REPORTING LEVEL	11	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	2	8	5	8
ASSET SIZE (MILLIONS)	11	$291.0	$361.8	$333.2	$450.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$24,700	$30,092	$30,550	$36,914
BONUS	5	5,201	7,940	6,797	11,250
TOTAL COMPENSATION	10	24,700	34,062	35,067	39,074
AGE	10	34	42	38	48
YEARS OF EDUCATION	9	16	16	16	17
YEARS WITH PRESENT BANK	10	4	10	9	13
YEARS IN POSITION	10	3	5	4	5
REPORTING LEVEL	10	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	8	2	6	5	10
ASSET SIZE (MILLIONS)	10	$289.1	$348.2	$317.6	$431.3

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$22,700	$24,673	$23,868	$30,263
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	24,263	27,710	26,439	31,188
AGE	8	32	39	37	47
YEARS OF EDUCATION	7	12	14	16	16
YEARS WITH PRESENT BANK	8	4	12	12	19
YEARS IN POSITION	8	2	5	4	6
REPORTING LEVEL	8	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	1	2	1	5
ASSET SIZE (MILLIONS)	8	$265.7	$354.6	$329.8	$450.4

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$13,200	$15,944	$15,600	$18,860
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	14,700	16,544	15,600	18,860
AGE	5	26	37	31	50
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	3	6	3	12
YEARS IN POSITION	5	1	2	2	3
REPORTING LEVEL	5	6	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$321.0	$404.3	$421.8	$479.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$11,730	$14,299	$14,100	$17,625
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	11,730	14,735	14,850	17,625
AGE	9	43	50	51	56
YEARS OF EDUCATION	9	12	14	13	16
YEARS WITH PRESENT BANK	10	10	18	17	27
YEARS IN POSITION	10	2	6	5	8
REPORTING LEVEL	10	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	6	3	7	5	10
ASSET SIZE (MILLIONS)	10	$258.3	$344.9	$317.6	$452.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$10,950	$12,210	$11,800	$13,625
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	11,300	12,480	12,000	13,625
AGE	8	24	26	25	25
YEARS OF EDUCATION	8	16	16	16	16
YEARS WITH PRESENT BANK	9	2	2	2	3
YEARS IN POSITION	8	1	2	2	3
REPORTING LEVEL	10	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	10	$277.5	$327.4	$304.4	$354.9

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$26,800	$37,823	$35,000	$50,500
BONUS	7	3,525	8,446	6,603	16,000
TOTAL COMPENSATION	13	28,713	42,371	43,750	53,500
AGE	13	36	45	44	53
YEARS OF EDUCATION	12	14	15	16	16
YEARS WITH PRESENT BANK	13	9	16	12	24
YEARS IN POSITION	13	3	7	7	10
REPORTING LEVEL	13	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	12	62	117	110	165
ASSET SIZE (MILLIONS)	13	$295.5	$360.0	$333.2	$435.9

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$24,000	$32,126	$35,000	$38,815
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	24,000	32,426	35,280	39,425
AGE	5	34	42	44	50
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	9	14	10	22
YEARS IN POSITION	5	4	7	6	11
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$267.2	$362.1	$358.0	$459.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$18,000	$23,730	$24,860	$27,500
BONUS	5	2,238	3,196	3,003	4,250
TOTAL COMPENSATION	15	20,000	24,795	25,403	29,000
AGE	15	[illegible]	46	50	55
YEARS OF EDUCATION	14	12	15	16	16
YEARS WITH PRESENT BANK	15	4	13	8	20
YEARS IN POSITION	15	3	6	4	7
REPORTING LEVEL	15	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	14	3	5	3	6
ASSET SIZE (MILLIONS)	15	$283.5	$347.7	$326.5	$421.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$15,450	$19,322	$20,500	$22,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	15,950	19,678	20,500	22,250
AGE	9	36	42	40	49
YEARS OF EDUCATION	8	12	14	15	16
YEARS WITH PRESENT BANK	9	7	14	10	20
YEARS IN POSITION	9	3	5	4	7
REPORTING LEVEL	9	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	2	5	4	6
ASSET SIZE (MILLIONS)	9	$287.2	$358.6	$333.2	$455.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$32,875	$37,610	$36,728	$44,475
BONUS	6	5,299	7,506	6,000	10,001
TOTAL COMPENSATION	14	34,060	40,826	40,150	48,333
AGE	14	40	48	45	59
YEARS OF EDUCATION	13	16	17	16	19
YEARS WITH PRESENT BANK	14	7	13	12	17
YEARS IN POSITION	14	3	7	5	10
REPORTING LEVEL	14	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	7	14	13	21
ASSET SIZE (MILLIONS)	14	$289.1	$354.4	$329.8	$428.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$16,150	$20,181	$19,300	$23,985
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	16,425	20,722	19,800	23,985
AGE	14	33	39	39	45
YEARS OF EDUCATION	13	15	16	16	17
YEARS WITH PRESENT BANK	14	4	10	10	15
YEARS IN POSITION	14	2	5	4	9
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	5	9	6	13
ASSET SIZE (MILLIONS)	14	$289.1	$354.4	$329.8	$428.8

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $500 TO $999 MILLION

Of the 434 banks submitting data for the West-South Central region, seven banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Bond Department Manager
Branch Manager-Large
Branch Manager-Medium
Mortgage Loan Department Manager
Junior Mortgage Loan Officer
Officer Trainee (Master's Degree)
Officer Trainee (Bachelor's Degree Only)
Personal Banking Manager
Personal Banking Officer

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$91.000	$122.459	$121.216	$150.000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	104.600	147.461	135.000	194.926
AGE	7	47	53	56	58
YEARS OF EDUCATION	6	16	18	19	19
YEARS WITH PRESENT BANK	7	7	22	31	33
YEARS IN POSITION	7	2	9	7	16
REPORTING LEVEL	7	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	7	629	705	700	888
ASSET SIZE (MILLIONS)	7	$542.3	$669.1	$566.1	$825.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$56.175	$68.478	$67.500	$80.000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	56.175	78.176	76.120	96.800
AGE	7	40	48	41	57
YEARS OF EDUCATION	6	16	17	17	18
YEARS WITH PRESENT BANK	7	4	13	7	28
YEARS IN POSITION	7	2	5	6	8
REPORTING LEVEL	7	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	7	91	400	444	700
ASSET SIZE (MILLIONS)	7	$542.3	$669.1	$566.1	$825.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$43,092	$50,149	$44,000	$60,280
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	43,092	51,557	50,560	60,520
AGE	5	39	51	55	62
YEARS OF EDUCATION	5	13	15	16	17
YEARS WITH PRESENT BANK	5	9	20	21	32
YEARS IN POSITION	5	2	8	2	17
REPORTING LEVEL	5	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	5	52	145	134	245
ASSET SIZE (MILLIONS)	5	$544.7	$663.2	$566.1	$830.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$16,750	$27,352	$25,000	$39,130
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	17,765	27,758	25,000	39,130
AGE	5	32	39	37	47
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	2	5	6	8
YEARS IN POSITION	5	2	3	2	4
REPORTING LEVEL	5	4	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$554.2	$718.8	$672.3	$906.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$36,000	$40,054	$39,000	$43,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	38,471	43,709	42,000	48,310
AGE	7	37	44	43	49
YEARS OF EDUCATION	6	16	17	17	18
YEARS WITH PRESENT BANK	7	8	15	13	21
YEARS IN POSITION	7	5	7	6	10
REPORTING LEVEL	7	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	6	16	11	29
ASSET SIZE (MILLIONS)	7	$542.3	$669.1	$566.1	$825.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$25,540	$32,621	$36,500	$37,763
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	25,540	32,621	36,500	37,763
AGE	5	37	42	40	48
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	4	8	8	11
YEARS IN POSITION	5	1	2	2	3
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	155	211	220	263
ASSET SIZE (MILLIONS)	5	$542.1	$692.8	$566.1	$906.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$15,691	$17,515	$18,394	$18,900
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	15,691	17,515	18,394	18,900
AGE	5	32	38	37	45
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	5	14	16	22
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL	5	6	5	4	4
TOTAL EMPLOYEES SUPERVISED	5	7	8	8	9
ASSET SIZE (MILLIONS)	5	$542.1	$692.8	$566.1	$906.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$24,175	$31,104	$29,650	$36,966
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	24,863	31,562	29,650	36,966
AGE	6	39	46	50	51
YEARS OF EDUCATION	6	13	15	15	16
YEARS WITH PRESENT BANK	6	7	16	15	26
YEARS IN POSITION	6	4	7	7	9
REPORTING LEVEL	6	4	3	4	2
TOTAL EMPLOYEES SUPERVISED	6	3	5	5	6
ASSET SIZE (MILLIONS)	6	$542.2	$643.0	$556.8	$751.2

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$15,142	$19,699	$20,960	$23,177
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	16,882	20,085	20,960	23,177
AGE	6	35	45	47	53
YEARS OF EDUCATION	6	15	15	16	16
YEARS WITH PRESENT BANK	6	5	9	11	12
YEARS IN POSITION	6	1	5	6	9
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	1	5	2	10
ASSET SIZE (MILLIONS)	6	$542.2	$643.0	$556.8	$751.2

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$20,000	$23,334	$22,144	$26,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	20,000	23,882	22,144	29,840
AGE	7	37	43	40	50
YEARS OF EDUCATION	6	14	15	16	16
YEARS WITH PRESENT BANK	7	3	11	8	19
YEARS IN POSITION	7	2	3	4	4
REPORTING LEVEL	7	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	8	17	16	27
ASSET SIZE (MILLIONS)	7	$542.3	$669.1	$566.1	$825.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$39,045	$45,156	$45,579	$50,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	42,270	47,310	46,389	52,500
AGE	6	40	45	42	52
YEARS OF EDUCATION	5	15	16	16	16
YEARS WITH PRESENT BANK	6	2	16	18	24
YEARS IN POSITION	6	2	5	3	9
REPORTING LEVEL	6	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	11	24	14	40
ASSET SIZE (MILLIONS)	6	$542.2	$689.4	$619.2	$866.2

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$25,260	$28,602	$27,500	$30,200
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	25,260	29,231	27,500	34,600
AGE	7	38	43	38	53
YEARS OF EDUCATION	6	16	16	17	17
YEARS WITH PRESENT BANK	7	5	13	12	14
YEARS IN POSITION	7	4	6	5	6
REPORTING LEVEL	7	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	6	1	4	3	8
ASSET SIZE (MILLIONS)	7	$542.3	$669.1	$566.1	$825.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$17,386	$18,369	$18,000	$20,198
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	17,386	18,666	18,000	20,198
AGE	7	30	33	34	34
YEARS OF EDUCATION	6	16	16	16	17
YEARS WITH PRESENT BANK	7	2	5	6	7
YEARS IN POSITION	7	1	3	1	7
REPORTING LEVEL	7	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	1	2	1	3
ASSET SIZE (MILLIONS)	7	$542.3	$669.1	$566.1	$825.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$26,900	$32,279	$33,000	$41,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	27,000	33,625	33,000	40,000
AGE	7	35	42	40	48
YEARS OF EDUCATION	6	15	15	16	16
YEARS WITH PRESENT BANK	7	7	11	10	18
YEARS IN POSITION	7	1	5	6	8
REPORTING LEVEL	7	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	2	6	4	12
ASSET SIZE (MILLIONS)	7	$542.3	$669.1	$566.1	$825.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$31,875	$40,117	$39,750	$47,575
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	33,875	44,857	40,570	55,575
AGE	6	39	44	45	49
YEARS OF EDUCATION	5	14	15	16	17
YEARS WITH PRESENT BANK	6	7	12	12	16
YEARS IN POSITION	6	3	7	7	10
REPORTING LEVEL	6	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	70	102	91	131
ASSET SIZE (MILLIONS)	6	$542.2	$689.4	$619.2	$866.2

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$38,500	$44,757	$41,000	$44,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	41,000	48,951	44,260	54,600
AGE	7	35	44	41	48
YEARS OF EDUCATION	6	16	17	17	17
YEARS WITH PRESENT BANK	7	2	9	7	16
YEARS IN POSITION	7	2	6	4	10
REPORTING LEVEL	7	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	16	39	27	32
ASSET SIZE (MILLIONS)	7	$542.3	$669.1	$566.1	$825.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$12,780	$17,147	$16,144	$21,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	12,780	17,483	18,052	21,000
AGE	7	36	43	38	55
YEARS OF EDUCATION	6	12	13	12	15
YEARS WITH PRESENT BANK	7	2	7	6	11
YEARS IN POSITION	7	2	3	2	5
REPORTING LEVEL	7	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	7	4	9	10	13
ASSET SIZE (MILLIONS)	7	$542.3	$669.1	$566.1	$825.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$22,000	$27,485	$30,000	$32,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	22,000	28,125	32,400	33,496
AGE	7	33	42	40	51
YEARS OF EDUCATION	6	13	15	16	16
YEARS WITH PRESENT BANK	7	7	15	10	27
YEARS IN POSITION	6	2	6	5	12
REPORTING LEVEL	7	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	11	32	34	39
ASSET SIZE (MILLIONS)	7	$542.3	$669.1	$566.1	$825.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$16,616	$17,922	$18,500	$20,200
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	16,616	18,356	18,500	20,400
AGE	7	30	42	36	54
YEARS OF EDUCATION	6	14	15	16	16
YEARS WITH PRESENT BANK	7	8	15	8	32
YEARS IN POSITION	6	4	7	6	9
REPORTING LEVEL	7	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	6	1	9	5	17
ASSET SIZE (MILLIONS)	7	$542.3	$669.1	$566.1	$825.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$23,800	$29,046	$29,855	$33,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	23,800	29,739	31,935	33,125
AGE	6	33	38	39	42
YEARS OF EDUCATION	5	16	16	16	17
YEARS WITH PRESENT BANK	6	4	10	7	15
YEARS IN POSITION	6	3	6	6	8
REPORTING LEVEL	6	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	5	10	10	16
ASSET SIZE (MILLIONS)	6	$546.1	$690.2	$619.2	$866.2

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$21,443	$29,793	$30,579	$37,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	21,443	32,849	30,579	45,390
AGE	5	32	42	39	55
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	5	7	7	10
YEARS IN POSITION	5	2	4	3	8
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	4	14	7	29
ASSET SIZE (MILLIONS)	5	$542.1	$714.0	$672.3	$906.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$16,475	$27,590	$19,500	$42,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	16,475	32,150	19,500	54,150
AGE	5	29	36	34	44
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	5	7	7	10
YEARS IN POSITION	5	2	4	5	6
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$542.1	$689.1	$547.5	$906.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$29,250	$35,333	$35,350	$41,221
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	32,790	37,503	37,748	43,850
AGE	6	43	49	49	54
YEARS OF EDUCATION	5	16	17	16	18
YEARS WITH PRESENT BANK	6	5	7	8	9
YEARS IN POSITION	6	2	3	3	5
REPORTING LEVEL	6	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	3	10	8	17
ASSET SIZE (MILLIONS)	6	$542.2	$689.4	$619.2	$866.2

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$22,059	$29,137	$27,870	$35,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	23,520	29,683	28,510	35,750
AGE	6	36	47	41	63
YEARS OF EDUCATION	6	15	16	16	17
YEARS WITH PRESENT BANK	6	1	16	9	34
YEARS IN POSITION	5	1	5	6	10
REPORTING LEVEL	6	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	6	1	4	4	7
ASSET SIZE (MILLIONS)	6	$542.2	$643.0	$556.8	$751.2

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$11,760	$13,984	$13,050	$16,820
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	11,760	14,437	13,050	17,500
AGE	6	30	44	46	52
YEARS OF EDUCATION	6	12	13	12	15
YEARS WITH PRESENT BANK	6	7	17	10	31
YEARS IN POSITION	6	3	4	3	7
REPORTING LEVEL	6	5	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$542.2	$643.0	$556.8	$751.2

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$26,500	$39,167	$36,500	$52,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	26,500	42,490	46,220	52,875
AGE	6	34	42	39	52
YEARS OF EDUCATION	5	12	15	16	17
YEARS WITH PRESENT BANK	6	5	14	10	25
YEARS IN POSITION	5	2	4	3	7
REPORTING LEVEL	6	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	171	318	275	434
ASSET SIZE (MILLIONS)	6	$546.1	$690.2	$619.2	$866.2

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$21,500	$28,804	$29,000	$35,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	21,500	31,247	29,000	41,500
AGE	7	37	42	40	44
YEARS OF EDUCATION	6	16	16	16	17
YEARS WITH PRESENT BANK	7	4	8	6	11
YEARS IN POSITION	7	3	6	4	8
REPORTING LEVEL	7	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	7	10	8	12
ASSET SIZE (MILLIONS)	7	$542.3	$669.1	$566.1	$825.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$17,375	$25,103	$27,350	$30,405
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	18,749	27,242	28,500	33,240
AGE	6	33	42	40	52
YEARS OF EDUCATION	5	14	15	16	16
YEARS WITH PRESENT BANK	6	6	12	8	16
YEARS IN POSITION	6	4	6	5	10
REPORTING LEVEL	6	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	5	3	5	5	6
ASSET SIZE (MILLIONS)	6	$542.2	$689.4	$619.2	$866.2

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$17,200	$22,738	$21,917	$28,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	17,200	23,536	21,917	30,000
AGE	7	39	47	44	50
YEARS OF EDUCATION	6	14	15	16	16
YEARS WITH PRESENT BANK	7	8	13	12	14
YEARS IN POSITION	7	5	6	5	8
REPORTING LEVEL	7	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	6	4	19	16	34
ASSET SIZE (MILLIONS)	7	$542.3	$669.1	$566.1	$825.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$15,770	$20,230	$21,000	$24,305
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	15,770	20,854	24,000	24,365
AGE	5	30	34	33	40
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	3	4	3	7
YEARS IN POSITION	5	1	2	2	3
REPORTING LEVEL	5	4	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$542.1	$714.0	$672.3	$906.8

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$32,400	$38,896	$40,425	$44,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	32,400	40,259	40,425	50,500
AGE	7	45	51	54	62
YEARS OF EDUCATION	6	15	17	18	19
YEARS WITH PRESENT BANK	7	7	14	15	23
YEARS IN POSITION	7	7	11	9	13
REPORTING LEVEL	7	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	20	32	24	50
ASSET SIZE (MILLIONS)	7	$542.3	$669.1	$566.1	$825.6

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$20,000	$21,561	$22,728	$23,600
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	20,000	22,110	22,728	23,600
AGE	7	30	40	36	47
YEARS OF EDUCATION	6	16	16	16	16
YEARS WITH PRESENT BANK	7	8	12	11	17
YEARS IN POSITION	7	2	6	7	10
REPORTING LEVEL	7	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	7	4	17	13	32
ASSET SIZE (MILLIONS)	7	$542.3	$669.1	$566.1	$825.6

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $1 BILLION AND OVER

Of the 434 banks submitting data for the West-South Central region, six banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Administrative Officer
Top Advertising Officer
Bond Department Manager
Top Branch Administration Officer
Branch Manager-Large
Branch Manager-Medium
Branch Manager-Small
Top Business Development Officer
Business Development Officer
Top EDP Officer
Instalment Loan Collection Manager
Instalment Loan Department Manager
Instalment Loan Officer
Top International Banking Officer
Loan Review Officer
Mortgage Loan Officer
Officer Trainee (Master's Degree)
Personal Banking Manager
Personal Banking Officer
Portfolio Manager
Training Director

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$92,370	$143,247	$130,000	$212,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	94,191	175,752	148,375	275,750
AGE	6	51	57	55	62
YEARS OF EDUCATION	6	16	17	16	19
YEARS WITH PRESENT BANK	6	11	18	17	27
YEARS IN POSITION	6	5	7	7	8
REPORTING LEVEL	6	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	6	619	1,879	1,545	3,087
ASSET SIZE (MILLIONS)	6	$1,114.1	$5,149.6	$1,852.5	$8,607.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$61,860	$96,240	$100,000	$137,500
BONUS	5	13,140	23,856	26,625	33,188
TOTAL COMPENSATION	6	62,895	116,120	124,383	172,281
AGE	5	41	48	45	57
YEARS OF EDUCATION	6	15	16	16	18
YEARS WITH PRESENT BANK	5	5	12	13	20
YEARS IN POSITION	6	3	5	5	7
REPORTING LEVEL	5	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	5	426	1,092	1,100	1,755
ASSET SIZE (MILLIONS)	6	$1,114.1	$5,149.6	$1,852.5	$8,607.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$47,200	$65,180	$55,000	$88,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	53,166	76,403	64,483	105,600
AGE	5	39	48	53	56
YEARS OF EDUCATION	5	16	17	16	18
YEARS WITH PRESENT BANK	5	9	17	13	28
YEARS IN POSITION	5	4	9	6	16
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	14	29	33	43
ASSET SIZE (MILLIONS)	5	$1,081.9	$2,113.8	$1,305.1	$3,550.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$20,100	$25,872	$24,600	$32,280
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	20,100	25,872	24,600	32,280
AGE	5	28	30	29	34
YEARS OF EDUCATION	5	16	16	16	17
YEARS WITH PRESENT BANK	5	4	6	6	7
YEARS IN POSITION	5	2	3	2	4
REPORTING LEVEL	5	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	14	33	18	60
ASSET SIZE (MILLIONS)	5	$1,081.9	$2,113.8	$1,305.1	$3,550.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$35,000	$53,220	$40,000	$78,050
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	37,750	60,468	41,000	92,920
AGE	5	40	45	45	50
YEARS OF EDUCATION	5	16	16	16	17
YEARS WITH PRESENT BANK	5	15	19	19	23
YEARS IN POSITION	5	2	4	3	6
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	13	148	17	350
ASSET SIZE (MILLIONS)	5	$1,081.9	$2,113.8	$1,305.1	$3,550.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$24,000	$28,150	$27,948	$32,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	25,974	29,390	28,000	33,500
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION	5	15	16	17	18
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL	5	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$1,081.9	$2,113.8	$1,305.1	$3,550.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$16,921	$19,908	$20,400	$22,650
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	16,921	20,208	21,300	22,950
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION	5	16	17	17	18
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL	5	7	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$1,081.9	$2,113.8	$1,305.1	$3,550.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$35,250	$40,000	$40,000	$44,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	36,000	42,200	41,000	49,000
AGE	5	37	43	46	49
YEARS OF EDUCATION	5	16	17	16	18
YEARS WITH PRESENT BANK	5	4	7	5	12
YEARS IN POSITION	5	3	5	4	9
REPORTING LEVEL	5	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$1,081.9	$2,113.8	$1,305.1	$3,550.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$36,253	$52,785	$54,250	$66,500
BONUS	5	4,420	9,046	7,741	14,324
TOTAL COMPENSATION	6	40,963	60,323	58,121	78,485
AGE	6	32	41	38	52
YEARS OF EDUCATION	6	16	17	17	19
YEARS WITH PRESENT BANK	6	5	11	12	17
YEARS IN POSITION	6	2	4	4	6
REPORTING LEVEL	5	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	5	26	40	47	51
ASSET SIZE (MILLIONS)	6	$1,114.1	$5,149.6	$1,852.5	$8,607.1

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$30,875	$34,350	$33,000	$38,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	30,875	35,910	33,000	42,400
AGE	5	35	38	38	40
YEARS OF EDUCATION	5	16	17	16	18
YEARS WITH PRESENT BANK	5	3	10	12	15
YEARS IN POSITION	5	3	5	5	7
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	9	17	13	26
ASSET SIZE (MILLIONS)	5	$1,081.9	$2,113.8	$1,305.1	$3,550.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$29,000	$41,602	$42,300	$53,855
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	31,000	46,700	48,696	61,403
AGE	5	36	47	46	60
YEARS OF EDUCATION	5	16	17	17	19
YEARS WITH PRESENT BANK	5	6	11	8	19
YEARS IN POSITION	5	4	6	6	9
REPORTING LEVEL	5	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	9	12	12	15
ASSET SIZE (MILLIONS)	5	$1,081.9	$2,113.8	$1,305.1	$3,550.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$34,750	$43,100	$41,000	$52,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	34,750	47,773	47,314	61,025
AGE	5	35	36	37	37
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	5	10	13	15
YEARS IN POSITION	5	3	4	4	6
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED	5	9	18	18	26
ASSET SIZE (MILLIONS)	5	$1,081.9	$2,113.8	$1,305.1	$3,550.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$17,825	$18,630	$18,500	$19,500
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	17,825	18,630	18,500	19,500
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION	5	16	16	16	16
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL	5	7	6	5	5
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	5	$1,081.9	$2,113.8	$1,305.1	$3,550.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$12,390	$14,196	$13,500	$16,350
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	12,390	14,196	13,500	16,350
AGE	5	34	39	38	46
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	10	11	11	12
YEARS IN POSITION	5	3	4	5	5
REPORTING LEVEL	5	7	6	6	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$1,081.9	$2,113.8	$1,305.1	$3,550.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$12,900	$14,160	$15,000	$15,000
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	12,900	14,160	15,000	15,000
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION	5	16	16	16	16
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL	5	7	6	6	6
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	5	$1,081.9	$2,113.8	$1,305.1	$3,550.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$41,000	$49,760	$45,000	$60,900
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	42,750	58,391	56,465	74,995
AGE	5	41	46	47	52
YEARS OF EDUCATION	5	14	16	16	18
YEARS WITH PRESENT BANK	5	4	17	16	32
YEARS IN POSITION	5	2	5	3	9
REPORTING LEVEL	5	5	4	3	3
TOTAL EMPLOYEES SUPERVISED	5	262	323	306	392
ASSET SIZE (MILLIONS)	5	$1,081.9	$2,113.8	$1,305.1	$3,550.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$34,100	$40,200	$40,000	$46,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	34,100	44,894	43,600	56,336
AGE	5	36	44	47	51
YEARS OF EDUCATION	5	15	16	16	17
YEARS WITH PRESENT BANK	5	6	11	10	16
YEARS IN POSITION	5	2	5	5	7
REPORTING LEVEL	5	5	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	15	21	19	30
ASSET SIZE (MILLIONS)	5	$1,081.9	$2,113.8	$1,305.1	$3,550.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$21,650	$22,740	$22,200	$24,100
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	21,650	22,740	22,200	24,100
AGE	5	41	49	49	57
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	8	14	10	22
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL	5	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	13	30	25	50
ASSET SIZE (MILLIONS)	5	$1,081.9	$2,113.8	$1,305.1	$3,550.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$62,250	$68,800	$67,000	$76,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	69,720	80,093	86,000	87,512
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION	5	18	19	19	19
YEARS WITH PRESENT BANK	5	5	12	13	20
YEARS IN POSITION	5	4	6	5	9
REPORTING LEVEL	5	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	5	101	154	139	216
ASSET SIZE (MILLIONS)	5	$1,081.9	$2,113.8	$1,305.1	$3,550.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$27,770	$35,658	$38,500	$42,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	27,770	36,178	38,500	43,425
AGE	5	37	42	42	48
YEARS OF EDUCATION	5	16	17	16	19
YEARS WITH PRESENT BANK	5	8	18	12	30
YEARS IN POSITION	5	2	5	5	8
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	26	61	35	110
ASSET SIZE (MILLIONS)	5	$1,081.9	$2,113.8	$1,305.1	$3,550.0

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1979 Bank Officer Cash Compensation Survey

A report prepared for
Bank Administration Institute's
Human Resources Commission

By

Charles M. McCurry
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Bank Administration Institute

Park Ridge, Illinois

Bank Administration Institute

Bank Administration Institute is a not-for-profit corporation whose broad goals are to help bank administrators achieve high levels of professional effectiveness and to help solve significant banking problems. These goals are pursued through programs of research and development, education, and technical assistance.

Founded in 1924, the Institute is today the largest technical banking association in the world. It is governed by a Board of Directors. Responsibility for management of the Institute's activities within a framework of policy established by the Board rests with the President, who is assisted by a staff located in Park Ridge, Illinois.

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Human Resources Commission

1979-1980

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Introductory Note

Data for your individual region begins on the page indicated by a shaded edge.

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- All Regions Combined
- Your Geographic Region

Conducting the Survey

This is the eighth national bank officer salary survey conducted by the Human Resources Commission of Bank Administration Institute. Survey forms were mailed to BAI members in April, 1979. A total of 3,203 banks provided usable returns. These banks ranged in asset size from under $10 million to over $1 billion.

Several changes were made in this year's survey. In addition to reporting current salary data, for the first time in the 15-year history of the study, banks were asked to provide information on annual bonuses. This was done to ensure that officers' total direct compensation is fully summarized.

Other changes in this year's survey include:

- Revising the list of survey positions, as follows:

  Eighteen positions were surveyed for banks under $50 million in assets. Forty-one positions were surveyed for banks $50 million and over in assets.

- Expanding the survey results to include 25th percentile, mean, median, and 75th percentile data.

- Requesting data on the following pay-related information:

  Reporting level

  Number of employees supervised

  Age

  Years with bank

  Years in present position

  Education.

Geographic Region and Asset Size

The data were gathered and sorted by geographic region and asset size. States that comprise the nine geographic regions are listed below. Also listed are the number of participating banks and the number of officers surveyed in each region. The following sections of this report include the results for all

regions combined (national) and for your region. Reports for banks in other geographic regions are available on request from BAI (see enclosed order form).

Participating Banks	Number of Officers Surveyed	Regions	States	
112	1,360	I. New England	Connecticut Maine Massachusetts	New Hampshire Rhode Island Vermont
211	3,051	II. Mid-Atlantic	New Jersey New York	Pennsylvania
431	4,560	III. South-Atlantic	Delaware Florida Georgia Maryland North Carolina	South Carolina Virginia Washington, D.C. West Virginia
818	8,085	IV. East-North Central	Illinois Indiana Michigan	Ohio Wisconsin
190	1,819	V. East-South Central	Alabama Kentucky	Mississippi Tennessee
600	4,234	VI. West-North Central	Iowa Kansas Minnesota Missouri	Nebraska North Dakota South Dakota
434	4,115	VII. West-South Central	Arkansas Louisiana	Oklahoma Texas
221	2,140	VIII. Mountain	Arizona Colorado Idaho Montana	New Mexico Nevada Utah Wyoming
124	1,425	IX. Pacific	Alaska California Hawaii	Oregon Washington
3,141*	30,789*			

*Of the 3,203 banks providing usable returns, 62 banks did not report their geographic region; therefore, data for their 350 officer positions were included only in the results for all regions combined (national).

Banks in each geographic region were divided into 10 asset size categories. The 10 categories and the number of banks in each category are listed below by geographic region. No tables are presented when less than five banks participated in any resource category.

Total Assets	Total*	Geographic Region I	II	III	IV	V	VI	VII	VIII	IX
1. $1 Billion and over	78	3	19	16	15	2	5	6	4	8
2. $500 to $999 million	54	2	13	10	9	4	3	7	4	2
3. $250 to $499 million	106	7	24	17	26	3	5	15	3	6
4. $100 to $249 million	353	17	48	52	103	21	30	47	19	16
5. $50 to $99 million	426	20	36	57	128	25	66	51	27	16
6. $40 to $49 million	347	19	20	46	107	17	45	54	24	15
7. $30 to $39 million	373	11	15	45	93	25	80	64	23	17
8. $20 to $29 million	457	11	18	68	110	42	91	74	30	13
9. $10 to $19 million	624	18	14	90	163	36	154	72	60	17
10. Less than $10 million	323	4	4	30	64	15	121	44	27	14

*The 62 banks that did not report geographic region are not included in these results.

Officer Positions Surveyed

The 18 positions surveyed in banks under $50 million in asset size and the 41 positions surveyed in banks $50 million and over in asset size are listed below. Positions new to this year's survey are marked with an asterisk (*).

Banks Under $50 Million in Asset Size

Chief Executive Officer
Second Ranking Officer
Branch Manager—Large
Branch Manager—Small
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
*Instalment Loan Collector
Top Instalment Loan Officer
Junior Instalment Loan Officer
Top Internal Auditing Officer
*General Loan Officer
*Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Operations Officer
Top Personnel Officer
Top Trust Department Officer

Banks $50 Million and Over in Asset Size

*Chief Executive Officer
*Second Ranking Officer
*Top Administrative Officer
Top Advertising Officer
Top Bank Investment Officer
*Bond Department Manager
Top Branch Administration Officer
Branch Manager—Large
Branch Manager—Medium
Branch Manager—Small
Top Business Development Officer
*Business Development Officer
Commercial Credit Department Manager
*Commercial Loan Department Manager
Commercial Loan Officer
Junior Commercial Loan Officer
Top Correspondent Bank Officer
Top EDP Officer
Top Financial Officer

*New position

Instalment Loan Collection Manager
*Instalment Loan Department Manager
Instalment Loan Officer
Top Internal Auditing Officer
Top International Banking Officer
*Loan Review Officer
Marketing Director
*Mortgage Loan Department Manager
Mortgage Loan Officer
*Junior Mortgage Loan Officer

*New position

*New Accounts Officer/ Representative
Officer Trainee (Master's Degree)
Officer Trainee (Bachelor's Degree Only)
Top Operations Officer
*Personal Banking Manager
*Personal Banking Officer
Top Personnel Officer
*Portfolio Manager
Top Security Officer
Training Director
Top Trust Department Officer
Trust Operations Manager

Survey Analysis

The following sections of this report contain tables, like the one shown below, which summarize the survey data. There is one table for each position in each bank asset size category in your geographic region, as well as one table for each position in each bank asset size category for all geographic regions combined.

The top portion of each table shows 25th percentile, mean, median, and 75th percentile base salary, bonus, and total compensation information.

Commercial Loan Officer
Hypothetical Survey Results

	Cases	25th	Mean	Median	75th
Base Salary[1]	34	$13,200	$18,390	$18,761	$25,683
Bonus[2]	13	790	921	972	1,000
Total Compensation[3]	34	13,500	18,949	19,500	26,000
Age	34	25	34	31	59
Years of Education	34	12	16	16	18
Years with Present Bank	34	2	9	6	33
Years in Position	34	1	6	4	28
Reporting Level	34	7	5	4	3
Total Employees Supervised	34	0	1	0	3
Asset Size (Millions)	34	$43.7	$45.8	$46.2	$48.5

[1] *Base Salary* information summarizes the range of base salaries reported by bonus-paying and nonbonus-paying banks combined.

[2] *Bonus* information summarizes the range of bonus awards in bonus-paying banks only.

[3] *Total compensation* information combines base salaries in nonbonus-paying banks with total compensation levels (i.e., base salaries plus bonus awards) in bonus-paying banks.

Because some banks did not report paying bonuses, the reported base salary information plus the reported bonus information may not equal the reported total compensation information.

The bottom portion of each table summarizes pay-related information (i.e., age, education, and so on) collected in the survey. This information is provided to assist you in evaluating your bank's actual pay levels. For example, actual pay levels for one of your bank's officers may be above the survey median compensation levels *because* your officer is older, has greater educa-

tion, years of service and time in position, is at a higher reporting level, and supervises more employees than the median of officers surveyed in his or her position.

The remainder of this section discusses two hypothetical examples, which more fully illustrate the use of this year's survey data.

Hypothetical Example 1

Compare the following data for a *hypothetical* commercial loan officer in your bank with the *hypothetical* survey results for commercial loan officers shown in the sample table on page 5.

Position:	Commercial Loan Officer
Base Salary	$24,500
Bonus	—
Total Compensation	$24,500
Age	45
Education	16
Years with Bank	12
Years in Position	10
Reporting Level	3
Total Employees Supervised	5
Bank Asset Size (Millions)	$47.0

Since your bank's hypothetical commercial loan officer did not receive a bonus, you should compare his or her total compensation of $24,500 with the range of total compensation shown in the sample table. Your bank's commercial loan officer appears to be paid well above the survey median of $19,500, and below the survey 75th percentile of $26,000. However, before concluding that your bank's commercial loan officer is overpaid, consider the following pay-related information:

1. *Age.* At 45 years, your officer is midway between the survey median of 31 and the survey 75th percentile of 59.
2. *Education.* At 16 years, your officer is at the survey median of 16.
3. *Years with bank.* At 12 years, your officer is above the survey median of 6, but well below the survey 75th percentile of 33.
4. *Years in position.* At 10 years, your officer is above the survey median of 4 years, but well below the survey 75th percentile of 28.
5. *Reporting level.* At 3, your officer is at the survey 75th percentile of 3.
6. *Total employees supervised.* At 5, your officer is above the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer probably is not overpaid. This officer is (1) above the survey 75th percentile in total number of employees supervised, (2) at the survey 75th percentile in reporting level; (3) between the survey median and survey 75th percentile in age, years with the bank, years in position, and bank asset size; and (4) at the survey median in education. Thus, this officer's total compensation of $24,500 appears to be justifiable.

Hypothetical Example 2

Let's consider a second *hypothetical* example. Suppose your bank's commercial loan officer has the following characteristics:

Position:	Commercial Loan Officer	
Base Salary	$16,000	
Bonus	1,600	
Total Compensation	$17,600	
Age	31	
Education	18	(MBA)
Years with Bank	4	
Years in Position	4	
Reporting Level	4	
Total Employees Supervised	3	
Bank Asset Size (Millions)	$47.0	

This commercial loan officer's base salary of $16,000 falls between the survey 25th percentile of $13,200 and the survey mean of $18,390. His or her total compensation of $17,600 falls between the survey 25th percentile base salary plus survey 25th percentile bonus of $13,990 and the survey mean base salary plus mean bonus of $19,311. Thus, this officer appears to be underpaid in both base salary and total compensation. This conclusion is reinforced by the following pay-related information:

1. *Age.* At 31, your officer is at the survey 75th percentile of 18.
2. *Education.* At 18 (MBA), your officer is at the survey 75th percentile of 18.
3. *Years with bank.* At 4, your officer is between the survey 25th percentile of 2 and the survey median of 6.
4. *Years in position.* At 4, your officer is at the survey median of 4.
5. *Reporting level.* At 4, your officer is at the survey median of 4.
6. *Total employees supervised.* At 3, your officer is at the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably underpaid. This officer is (1) at the survey 75th percentile in education and total employees supervised; (2) between

the survey median and survey 75th percentile in bank asset size; (3) at the survey median in age, years in position, and reporting level; and (4) between the survey 25th percentile and survey mean only in years with the bank. Thus, it would be justifiable to pay this officer at the survey median total compensation level of $19,500. In fact, you might decide that he or she is better qualified and has more responsibility than the median survey commercial loan officer, and should be paid above the survey median total compensation level.

Cash Compensation Data

All Regions Combined

- Banks Under $50 Millions in Asset Size
- Banks $50 Million and Over in Asset Size

BEST AVAILABLE COPY

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: LESS THAN $10 MILLION

Of the 3,203 banks submitting data for the national survey results, 332 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Mortgage Loan Officer
Top Trust Department Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	328	$20,640	$25,608	$25,000	$30,306
BONUS	212	1,500	5,480	3,200	7,864
TOTAL COMPENSATION	328	22,850	29,149	28,100	34,000
AGE	319	40	48	47	56
YEARS OF EDUCATION	326	14	15	16	16
YEARS WITH PRESENT BANK	322	3	13	7	19
YEARS IN POSITION	322	3	8	5	11
REPORTING LEVEL	327	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	322	5	9	8	12
ASSET SIZE (MILLIONS)	328	$5.4	$6.6	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	271	$14,400	$17,682	$17,500	$20,500
BONUS	182	1,000	3,324	1,889	4,400
TOTAL COMPENSATION	271	16,000	19,915	19,200	23,000
AGE	264	32	41	40	49
YEARS OF EDUCATION	270	12	14	14	16
YEARS WITH PRESENT BANK	267	3	10	7	14
YEARS IN POSITION	262	2	5	3	7
REPORTING LEVEL	220	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	228	3	7	6	10
ASSET SIZE (MILLIONS)	271	$5.7	$6.8	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$9,021	$11,822	$10,500	$15,750
BONUS	8	478	593	550	869
TOTAL COMPENSATION	17	9,071	12,101	10,810	16,000
AGE	16	27	39	34	51
YEARS OF EDUCATION	15	12	13	12	14
YEARS WITH PRESENT BANK	16	3	6	4	8
YEARS IN POSITION	16	1	4	2	6
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	2	3	3	5
ASSET SIZE (MILLIONS)	17	$6.2	$7.0	$7.2	$8.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$6,740	$9,848	$11,760	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	7,115	10,090	11,760	12,231
AGE	5	43	54	47	70
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	2	4	3	6
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$5.0	$7.0	$7.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,400	$23,092	$22,800	$27,000
BONUS	6	1,438	3,021	2,237	5,325
TOTAL COMPENSATION	11	18,500	24,739	22,800	29,500
AGE	11	33	43	41	52
YEARS OF EDUCATION	11	14	15	15	16
YEARS WITH PRESENT BANK	11	2	6	3	11
YEARS IN POSITION	11	2	5	3	5
REPORTING LEVEL	10	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	8	3	8	9	12
ASSET SIZE (MILLIONS)	11	$6.8	$7.5	$7.2	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,950	$13,718	$11,000	$18,844
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	10,450	14,298	11,000	19,794
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$6.3	$7.1	$6.8	$8.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$9,625	$11,700	$12,000	$13,425
BONUS	11	350	1,356	1,500	1,720
TOTAL COMPENSATION	16	9,963	12,633	13,250	14,599
AGE	16	28	42	47	56
YEARS OF EDUCATION	16	12	13	12	14
YEARS WITH PRESENT BANK	16	3	13	7	28
YEARS IN POSITION	16	2	7	4	8
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	3	6	6	10
ASSET SIZE (MILLIONS)	16	$5.3	$7.1	$7.6	$8.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$7,800	$10,251	$9,564	$12,450
BONUS	6	536	900	849	1,180
TOTAL COMPENSATION	9	8,329	10,851	10,561	13,310
AGE	8	27	34	31	42
YEARS OF EDUCATION	9	12	14	14	15
YEARS WITH PRESENT BANK	9	2	3	2	4
YEARS IN POSITION	7	2	2	2	2
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	9	$6.2	$6.9	$7.0	$7.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$12,450	$16,419	$15,000	$18,500
BONUS	5	513	1,798	963	3,500
TOTAL COMPENSATION	22	12,450	16,827	15,000	19,200
AGE	21	29	35	35	41
YEARS OF EDUCATION	22	12	14	13	16
YEARS WITH PRESENT BANK	22	2	4	3	4
YEARS IN POSITION	21	2	2	2	3
REPORTING LEVEL	19	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	17	1	3	1	4
ASSET SIZE (MILLIONS)	22	$6.3	$7.6	$8.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$9,723	$11,992	$11,850	$14,300
BONUS	11	482	1,290	525	1,720
TOTAL COMPENSATION	24	10,600	12,583	12,357	15,018
AGE	22	29	33	34	36
YEARS OF EDUCATION	23	12	14	13	16
YEARS WITH PRESENT BANK	23	1	5	4	6
YEARS IN POSITION	23	1	2	2	2
REPORTING LEVEL	24	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	12	1	4	2	7
ASSET SIZE (MILLIONS)	24	$6.9	$7.6	$8.0	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$8,000	$10,090	$10,000	$12,000
BONUS	14	360	1,388	929	2,250
TOTAL COMPENSATION	19	9,120	11,113	10,400	12,600
AGE	17	32	41	39	47
YEARS OF EDUCATION	19	12	13	12	13
YEARS WITH PRESENT BANK	19	4	12	8	17
YEARS IN POSITION	17	2	4	3	5
REPORTING LEVEL	16	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	3	4	3	5
ASSET SIZE (MILLIONS)	19	$5.5	$7.0	$7.3	$8.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$12,000	$14,809	$14,100	$16,650
BONUS	39	750	1,872	1,440	2,400
TOTAL COMPENSATION	73	12,900	15,809	15,000	18,130
AGE	70	30	36	34	41
YEARS OF EDUCATION	72	12	14	15	16
YEARS WITH PRESENT BANK	73	2	5	3	7
YEARS IN POSITION	73	2	3	3	4
REPORTING LEVEL	66	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	51	2	5	4	6
ASSET SIZE (MILLIONS)	73	$6.5	$7.4	$7.8	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$8,800	$10,531	$10,200	$12,000
BONUS	5	500	802	700	1,155
TOTAL COMPENSATION	11	9,200	10,895	10,200	13,000
AGE	11	24	27	26	28
YEARS OF EDUCATION	11	16	16	16	16
YEARS WITH PRESENT BANK	11	2	3	2	4
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	11	$6.0	$7.6	$7.8	$9.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	179	$10,500	$13,240	$12,600	$15,396
BONUS	102	600	1,673	1,000	2,000
TOTAL COMPENSATION	179	11,400	14,194	13,600	16,400
AGE	174	32	41	40	49
YEARS OF EDUCATION	179	12	13	12	14
YEARS WITH PRESENT BANK	178	3	10	8	14
YEARS IN POSITION	172	2	5	3	6
REPORTING LEVEL	163	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	163	4	7	6	9
ASSET SIZE (MILLIONS)	179	$6.0	$7.0	$7.3	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$7,365	$8,930	$9,600	$11,889
BONUS	6	569	1,279	1,530	1,770
TOTAL COMPENSATION	8	7,528	9,889	11,058	13,365
AGE	8	35	42	45	48
YEARS OF EDUCATION	8	12	13	12	12
YEARS WITH PRESENT BANK	8	5	10	8	16
YEARS IN POSITION	8	2	3	3	3
REPORTING LEVEL	6	4	3	4	2
TOTAL EMPLOYEES SUPERVISED	6	6	8	8	11
ASSET SIZE (MILLIONS)	8	$6.9	$8.4	$8.8	$9.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $10 TO $19 MILLION

Of the 3,203 banks submitting data for the national survey results, 651 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	648	$25,008	$31,035	$30,000	$35,000
BONUS	441	1,792	5,719	3,375	6,500
TOTAL COMPENSATION	648	28,115	34,926	33,000	38,683
AGE	632	41	49	49	57
YEARS OF EDUCATION	638	14	15	16	16
YEARS WITH PRESENT BANK	635	5	14	11	22
YEARS IN POSITION	624	4	8	7	12
REPORTING LEVEL	647	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	629	11	61	16	22
ASSET SIZE (MILLIONS)	648	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	564	$18,000	$21,658	$21,000	$24,330
BONUS	375	1,100	3,070	2,000	3,600
TOTAL COMPENSATION	564	19,200	23,699	22,500	26,305
AGE	539	36	44	42	50
YEARS OF EDUCATION	557	12	14	14	16
YEARS WITH PRESENT BANK	552	4	12	9	17
YEARS IN POSITION	535	3	6	5	8
REPORTING LEVEL	491	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	500	5	48	10	17
ASSET SIZE (MILLIONS)	564	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$12,000	$15,294	$15,666	$18,000
BONUS	13	397	1,153	538	1,952
TOTAL COMPENSATION	19	12,200	16,083	16,538	18,500
AGE	19	32	40	37	49
YEARS OF EDUCATION	18	12	14	14	15
YEARS WITH PRESENT BANK	19	2	6	5	6
YEARS IN POSITION	19	2	4	2	5
REPORTING LEVEL	17	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	18	4	10	8	13
ASSET SIZE (MILLIONS)	19	$13.0	$14.8	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	114	$10,475	$13,489	$13,500	$16,000
BONUS	65	395	1,017	625	1,499
TOTAL COMPENSATION	114	11,048	14,069	14,000	16,525
AGE	110	31	40	37	48
YEARS OF EDUCATION	111	12	14	12	16
YEARS WITH PRESENT BANK	113	3	8	5	11
YEARS IN POSITION	109	2	4	3	5
REPORTING LEVEL	104	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	105	2	4	3	5
ASSET SIZE (MILLIONS)	114	$12.9	$15.3	$15.7	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$11,400	$17,501	$15,400	$20,000
BONUS	20	376	2,150	1,775	2,244
TOTAL COMPENSATION	35	11,400	18,730	16,927	24,000
AGE	34	33	43	41	50
YEARS OF EDUCATION	34	12	14	14	16
YEARS WITH PRESENT BANK	33	3	5	5	6
YEARS IN POSITION	33	2	4	3	6
REPORTING LEVEL	34	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	6	3	10
ASSET SIZE (MILLIONS)	35	$13.4	$14.9	$15.0	$17.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$18,000	$21,248	$20,750	$24,000
BONUS	31	1,125	2,746	2,200	3,000
TOTAL COMPENSATION	56	19,575	22,769	21,960	25,612
AGE	53	34	42	37	48
YEARS OF EDUCATION	54	14	15	16	16
YEARS WITH PRESENT BANK	54	2	6	4	10
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	52	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	2	7	4	7
ASSET SIZE (MILLIONS)	56	$14.0	$15.5	$16.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,000	$13,124	$12,000	$15,000
BONUS	28	313	1,580	919	1,700
TOTAL COMPENSATION	43	11,000	14,153	13,010	15,957
AGE	39	26	36	33	43
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	42	3	8	6	8
YEARS IN POSITION	41	2	3	2	3
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	23	1	4	2	7
ASSET SIZE (MILLIONS)	43	$13.0	$15.3	$15.9	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$10,200	$14,180	$13,500	$16,800
BONUS	38	526	1,652	1,004	1,778
TOTAL COMPENSATION	67	11,050	15,118	13,500	17,700
AGE	64	32	42	40	51
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	4	12	9	18
YEARS IN POSITION	63	2	5	3	6
REPORTING LEVEL	65	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	4	10	7	15
ASSET SIZE (MILLIONS)	67	$12.0	$15.0	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$9,000	$10,843	$10,350	$12,130
BONUS	21	368	1,308	1,000	1,225
TOTAL COMPENSATION	46	9,195	11,440	10,800	12,700
AGE	45	29	34	31	40
YEARS OF EDUCATION	45	12	14	13	15
YEARS WITH PRESENT BANK	46	2	6	3	8
YEARS IN POSITION	45	1	3	2	3
REPORTING LEVEL	40	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	1	6	3	10
ASSET SIZE (MILLIONS)	46	$13.9	$15.6	$15.8	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	187	$13,200	$15,929	$15,500	$18,100
BONUS	115	500	1,443	1,070	1,590
TOTAL COMPENSATION	187	13,910	16,816	16,000	19,600
AGE	178	30	37	34	42
YEARS OF EDUCATION	183	12	14	14	16
YEARS WITH PRESENT BANK	182	3	6	5	8
YEARS IN POSITION	177	2	4	3	5
REPORTING LEVEL	174	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	135	2	4	3	4
ASSET SIZE (MILLIONS)	187	$12.9	$15.1	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	138	$10,017	$11,858	$11,962	$13,200
BONUS	85	408	904	724	1,112
TOTAL COMPENSATION	138	10,700	12,415	12,038	14,000
AGE	130	27	34	31	38
YEARS OF EDUCATION	134	12	14	14	16
YEARS WITH PRESENT BANK	135	3	7	5	8
YEARS IN POSITION	132	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	75	1	4	2	5
ASSET SIZE (MILLIONS)	138	$12.6	$15.3	$15.5	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$10,200	$12,416	$12,000	$13,480
BONUS	48	793	1,927	1,250	2,000
TOTAL COMPENSATION	93	10,450	13,411	12,500	14,370
AGE	85	32	42	41	51
YEARS OF EDUCATION	91	12	13	12	16
YEARS WITH PRESENT BANK	92	4	12	9	17
YEARS IN POSITION	84	2	4	2	4
REPORTING LEVEL	80	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	50	3	9	6	12
ASSET SIZE (MILLIONS)	93	$11.9	$14.5	$14.9	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	254	$13,200	$16,006	$15,980	$18,738
BONUS	155	700	1,784	1,200	2,200
TOTAL COMPENSATION	254	14,000	17,095	16,910	19,617
AGE	241	31	39	36	45
YEARS OF EDUCATION	252	12	14	15	16
YEARS WITH PRESENT BANK	250	3	8	6	10
YEARS IN POSITION	244	2	4	3	5
REPORTING LEVEL	229	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	161	2	5	3	6
ASSET SIZE (MILLIONS)	254	$12.6	$15.0	$15.4	$17.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$12,360	$16,097	$15,000	$18,200
BONUS	19	800	2,824	1,200	3,000
TOTAL COMPENSATION	31	12,800	17,828	15,900	20,000
AGE	28	37	44	44	49
YEARS OF EDUCATION	30	12	13	12	14
YEARS WITH PRESENT BANK	29	3	9	6	13
YEARS IN POSITION	29	2	4	2	5
REPORTING LEVEL	27	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	7	3	12
ASSET SIZE (MILLIONS)	31	$15.2	$16.2	$17.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$9,200	$11,015	$10,800	$12,480
BONUS	22	200	668	481	932
TOTAL COMPENSATION	43	9,450	11,357	11,000	13,000
AGE	41	24	28	27	30
YEARS OF EDUCATION	43	16	16	16	16
YEARS WITH PRESENT BANK	42	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	34	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	1	5	3	7
ASSET SIZE (MILLIONS)	43	$12.5	$15.3	$15.4	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	458	$12,500	$15,989	$15,500	$18,975
BONUS	296	750	1,873	1,208	2,400
TOTAL COMPENSATION	458	13,200	17,199	16,500	19,925
AGE	443	33	41	40	49
YEARS OF EDUCATION	451	12	14	13	16
YEARS WITH PRESENT BANK	451	5	11	9	16
YEARS IN POSITION	438	2	5	4	7
REPORTING LEVEL	423	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	428	6	12	10	16
ASSET SIZE (MILLIONS)	458	$12.2	$14.7	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$10,475	$13,005	$12,100	$14,425
BONUS	37	713	1,875	1,000	1,663
TOTAL COMPENSATION	54	10,975	14,290	13,282	15,000
AGE	51	35	43	42	51
YEARS OF EDUCATION	54	12	13	12	14
YEARS WITH PRESENT BANK	53	6	13	11	19
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	47	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	4	11	10	16
ASSET SIZE (MILLIONS)	54	$13.0	$15.0	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$14,804	$28,134	$20,000	$31,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	14,854	29,496	20,000	33,180
AGE	9	41	48	49	55
YEARS OF EDUCATION	9	13	15	14	17
YEARS WITH PRESENT BANK	9	6	12	10	20
YEARS IN POSITION	9	2	7	6	11
REPORTING LEVEL	7	4	3	2	2
TOTAL EMPLOYEES SUPERVISED	7	2	14	8	24
ASSET SIZE (MILLIONS)	9	$13.8	$15.4	$15.3	$18.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $20 TO $29 MILLION

Of the 3,203 banks submitting data for the national survey results, 463 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	460	$30,000	$36,206	$35,000	$40,000
BONUS	289	2,130	5,387	4,000	7,000
TOTAL COMPENSATION	460	32,800	39,590	37,294	44,675
AGE	451	43	50	50	56
YEARS OF EDUCATION	454	14	15	16	16
YEARS WITH PRESENT BANK	453	6	15	12	22
YEARS IN POSITION	442	4	8	7	11
REPORTING LEVEL	458	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	447	20	35	28	35
ASSET SIZE (MILLIONS)	460	$22.0	$24.3	$24.1	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	395	$21,400	$25,109	$25,000	$28,500
BONUS	239	1,250	3,294	2,260	4,012
TOTAL COMPENSATION	395	23,000	27,103	26,600	30,762
AGE	389	37	45	43	52
YEARS OF EDUCATION	391	12	14	15	16
YEARS WITH PRESENT BANK	388	5	13	10	19
YEARS IN POSITION	374	3	6	5	8
REPORTING LEVEL	362	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	354	8	30	20	31
ASSET SIZE (MILLIONS)	395	$22.0	$24.3	$24.2	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$13,356	$17,265	$18,000	$20,000
BONUS	20	506	1,631	1,200	1,993
TOTAL COMPENSATION	42	13,875	18,041	18,861	21,125
AGE	39	33	40	37	46
YEARS OF EDUCATION	41	12	13	13	15
YEARS WITH PRESENT BANK	40	4	10	7	13
YEARS IN POSITION	39	2	5	4	6
REPORTING LEVEL	38	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	42	6	10	9	12
ASSET SIZE (MILLIONS)	42	$23.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	149	$11,224	$14,167	$13,800	$16,585
BONUS	88	500	1,234	988	1,539
TOTAL COMPENSATION	149	11,713	14,896	14,500	17,450
AGE	144	32	41	40	50
YEARS OF EDUCATION	146	12	13	12	15
YEARS WITH PRESENT BANK	146	3	10	7	12
YEARS IN POSITION	144	2	5	3	6
REPORTING LEVEL	141	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	144	3	4	4	5
ASSET SIZE (MILLIONS)	149	$22.6	$24.9	$25.0	$27.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,150	$17,769	$16,700	$21,063
BONUS	34	514	1,330	1,000	1,852
TOTAL COMPENSATION	70	12,775	18,415	17,050	23,025
AGE	68	33	44	43	54
YEARS OF EDUCATION	67	13	15	16	16
YEARS WITH PRESENT BANK	69	2	8	5	8
YEARS IN POSITION	66	2	4	3	5
REPORTING LEVEL	66	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	1	7	3	6
ASSET SIZE (MILLIONS)	70	$23.0	$25.3	$25.2	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$18,000	$21,972	$21,550	$25,515
BONUS	70	825	2,546	1,883	3,379
TOTAL COMPENSATION	128	19,000	23,365	22,796	27,328
AGE	127	34	42	40	49
YEARS OF EDUCATION	126	14	15	16	16
YEARS WITH PRESENT BANK	128	3	8	6	11
YEARS IN POSITION	122	2	4	3	5
REPORTING LEVEL	118	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	8	4	7
ASSET SIZE (MILLIONS)	128	$22.9	$24.9	$25.0	$27.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$11,250	$13,591	$13,840	$16,000
BONUS	31	500	1,680	1,200	1,769
TOTAL COMPENSATION	49	12,000	14,654	14,700	17,055
AGE	49	27	34	31	40
YEARS OF EDUCATION	49	12	14	16	16
YEARS WITH PRESENT BANK	49	3	8	6	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	47	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	29	1	5	2	6
ASSET SIZE (MILLIONS)	49	$22.5	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	85	$13,000	$16,123	$15,000	$19,000
BONUS	50	594	1,341	1,119	1,725
TOTAL COMPENSATION	85	14,075	16,911	16,000	19,851
AGE	83	32	41	39	50
YEARS OF EDUCATION	83	12	14	14	16
YEARS WITH PRESENT BANK	83	3	11	7	17
YEARS IN POSITION	80	2	5	3	7
REPORTING LEVEL	83	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	69	4	12	9	18
ASSET SIZE (MILLIONS)	85	$22.6	$24.8	$25.0	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	79	$10,000	$11,053	$11,075	$12,500
BONUS	40	465	847	750	1,000
TOTAL COMPENSATION	79	10,000	11,482	11,700	13,000
AGE	78	27	35	32	41
YEARS OF EDUCATION	79	12	14	13	16
YEARS WITH PRESENT BANK	79	2	5	3	6
YEARS IN POSITION	79	2	3	2	3
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	1	6	3	7
ASSET SIZE (MILLIONS)	79	$22.0	$24.8	$25.0	$27.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	255	$14,500	$17,120	$16,500	$19,500
BONUS	151	750	1,766	1,500	2,150
TOTAL COMPENSATION	255	15,050	18,165	17,810	20,790
AGE	251	32	39	37	45
YEARS OF EDUCATION	251	12	14	14	16
YEARS WITH PRESENT BANK	254	3	8	6	10
YEARS IN POSITION	248	2	5	3	6
REPORTING LEVEL	241	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	2	5	3	5
ASSET SIZE (MILLIONS)	255	$22.0	$24.5	$24.7	$26.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$10,800	$12,453	$12,250	$14,200
BONUS	93	554	1,129	1,037	1,500
TOTAL COMPENSATION	183	11,390	13,027	12,844	14,800
AGE	181	28	34	32	39
YEARS OF EDUCATION	182	12	14	14	16
YEARS WITH PRESENT BANK	182	2	6	5	8
YEARS IN POSITION	176	2	3	2	3
REPORTING LEVEL	175	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	97	1	4	2	5
ASSET SIZE (MILLIONS)	183	$23.0	$25.2	$25.3	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	115	$10,644	$13,629	$12,550	$15,000
BONUS	60	789	1,384	1,155	1,628
TOTAL COMPENSATION	115	11,100	14,351	13,000	15,805
AGE	113	31	41	41	50
YEARS OF EDUCATION	112	12	14	13	16
YEARS WITH PRESENT BANK	113	5	11	9	15
YEARS IN POSITION	111	2	4	3	5
REPORTING LEVEL	107	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	57	1	10	3	12
ASSET SIZE (MILLIONS)	115	$23.0	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	232	$15,000	$18,089	$18,000	$20,200
BONUS	134	773	2,056	1,485	2,500
TOTAL COMPENSATION	232	16,000	19,276	18,975	22,384
AGE	221	32	40	37	47
YEARS OF EDUCATION	227	12	14	14	16
YEARS WITH PRESENT BANK	225	3	9	7	12
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	221	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	164	2	6	4	7
ASSET SIZE (MILLIONS)	232	$22.9	$24.7	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$14,040	$17,982	$18,000	$20,501
BONUS	30	769	1,644	1,368	2,015
TOTAL COMPENSATION	67	15,000	18,718	18,750	21,200
AGE	65	32	41	40	49
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	3	9	8	12
YEARS IN POSITION	63	2	4	3	4
REPORTING LEVEL	64	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	8	3	4
ASSET SIZE (MILLIONS)	67	$22.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$9,195	$10,901	$10,350	$12,500
BONUS	11	215	802	500	1,340
TOTAL COMPENSATION	32	9,615	11,176	10,500	12,957
AGE	31	24	27	25	28
YEARS OF EDUCATION	32	16	16	16	16
YEARS WITH PRESENT BANK	32	2	4	2	3
YEARS IN POSITION	30	1	2	2	2
REPORTING LEVEL	31	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	4	6
ASSET SIZE (MILLIONS)	32	$22.0	$24.5	$24.5	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	353	$15,454	$18,296	$18,000	$21,000
BONUS	192	810	2,131	1,500	2,500
TOTAL COMPENSATION	353	16,225	19,455	19,200	22,978
AGE	351	33	41	40	47
YEARS OF EDUCATION	348	12	14	14	16
YEARS WITH PRESENT BANK	351	5	11	8	17
YEARS IN POSITION	339	2	5	4	6
REPORTING LEVEL	335	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	329	11	20	18	27
ASSET SIZE (MILLIONS)	353	$22.0	$24.4	$24.5	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$12,000	$15,026	$13,900	$16,500
BONUS	37	740	1,585	1,300	2,060
TOTAL COMPENSATION	72	12,500	15,841	14,607	17,125
AGE	70	33	42	42	49
YEARS OF EDUCATION	69	12	14	13	16
YEARS WITH PRESENT BANK	70	6	12	10	19
YEARS IN POSITION	68	2	4	3	4
REPORTING LEVEL	67	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	57	5	16	15	23
ASSET SIZE (MILLIONS)	72	$22.3	$24.6	$24.8	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$12,600	$18,085	$17,520	$19,795
BONUS	15	950	1,931	1,385	2,673
TOTAL COMPENSATION	23	13,550	19,344	18,808	22,200
AGE	23	37	46	45	58
YEARS OF EDUCATION	21	14	16	16	17
YEARS WITH PRESENT BANK	23	3	13	10	22
YEARS IN POSITION	23	2	6	3	9
REPORTING LEVEL	20	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	1	3	1	2
ASSET SIZE (MILLIONS)	23	$23.0	$25.1	$25.1	$27.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $30 TO $39 MILLION

Of the 3,203 banks submitting data for the national survey results, 375 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	373	$33,342	$38,466	$38,000	$43,475
BONUS	236	2,126	6,021	4,114	7,000
TOTAL COMPENSATION	373	35,368	42,275	41,400	48,000
AGE	366	45	52	52	59
YEARS OF EDUCATION	371	14	15	16	16
YEARS WITH PRESENT BANK	364	6	17	15	26
YEARS IN POSITION	360	4	9	7	12
REPORTING LEVEL	373	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	356	28	39	38	49
ASSET SIZE (MILLIONS)	373	$31.3	$34.1	$34.0	$36.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	317	$24,000	$28,123	$27,500	$31,000
BONUS	192	1,500	3,649	2,500	4,424
TOTAL COMPENSATION	317	25,004	30,333	29,500	34,235
AGE	308	40	48	48	55
YEARS OF EDUCATION	313	12	15	15	16
YEARS WITH PRESENT BANK	310	7	15	13	23
YEARS IN POSITION	303	3	7	6	10
REPORTING LEVEL	300	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	289	9	27	26	42
ASSET SIZE (MILLIONS)	317	$31.4	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$14,400	$17,404	$18,000	$20,688
BONUS	29	808	1,615	1,400	2,005
TOTAL COMPENSATION	56	15,000	18,241	18,517	20,688
AGE	54	35	43	41	51
YEARS OF EDUCATION	54	12	14	14	16
YEARS WITH PRESENT BANK	54	4	10	9	14
YEARS IN POSITION	51	2	4	3	5
REPORTING LEVEL	51	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	53	6	11	10	14
ASSET SIZE (MILLIONS)	56	$31.9	$34.6	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	161	$10,500	$13,731	$13,200	$16,166
BONUS	84	500	1,180	950	1,561
TOTAL COMPENSATION	161	11,100	14,347	13,810	16,623
AGE	156	33	40	39	48
YEARS OF EDUCATION	158	12	13	12	15
YEARS WITH PRESENT BANK	156	4	9	7	12
YEARS IN POSITION	154	2	4	3	5
REPORTING LEVEL	153	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	156	3	5	4	6
ASSET SIZE (MILLIONS)	161	$32.0	$34.4	$34.7	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$13,150	$17,374	$17,175	$20,150
BONUS	49	563	1,484	1,100	1,862
TOTAL COMPENSATION	86	13,500	18,219	17,516	21,970
AGE	83	32	43	41	51
YEARS OF EDUCATION	83	12	15	16	16
YEARS WITH PRESENT BANK	85	3	9	6	12
YEARS IN POSITION	83	2	4	2	5
REPORTING LEVEL	81	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	43	1	5	2	4
ASSET SIZE (MILLIONS)	86	$32.0	$34.7	$35.0	$37.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	141	$19,950	$23,325	$23,500	$26,450
BONUS	74	1,200	2,266	1,768	3,026
TOTAL COMPENSATION	141	20,910	24,515	24,170	27,789
AGE	139	35	42	39	47
YEARS OF EDUCATION	140	13	15	16	16
YEARS WITH PRESENT BANK	139	4	10	8	13
YEARS IN POSITION	137	2	5	3	6
REPORTING LEVEL	136	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	118	3	9	5	9
ASSET SIZE (MILLIONS)	141	$32.0	$34.8	$35.0	$38.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,075	$14,687	$14,835	$17,000
BONUS	26	264	926	606	1,425
TOTAL COMPENSATION	70	12,175	15,031	15,170	17,525
AGE	67	29	35	33	38
YEARS OF EDUCATION	68	12	14	15	16
YEARS WITH PRESENT BANK	67	3	7	5	9
YEARS IN POSITION	64	2	3	2	4
REPORTING LEVEL	66	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	1	6	2	4
ASSET SIZE (MILLIONS)	70	$32.0	$34.5	$35.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$13,800	$16,661	$16,000	$19,000
BONUS	42	663	1,610	1,227	1,932
TOTAL COMPENSATION	83	14,012	17,476	16,374	21,000
AGE	80	32	39	36	47
YEARS OF EDUCATION	82	12	14	14	16
YEARS WITH PRESENT BANK	82	6	11	8	15
YEARS IN POSITION	79	2	4	3	5
REPORTING LEVEL	80	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	66	2	7	4	10
ASSET SIZE (MILLIONS)	83	$32.0	$34.6	$34.7	$37.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	113	$10,000	$11,787	$11,340	$13,200
BONUS	53	400	846	700	1,269
TOTAL COMPENSATION	113	10,125	12,183	11,572	14,165
AGE	106	27	35	32	41
YEARS OF EDUCATION	112	12	13	13	15
YEARS WITH PRESENT BANK	110	2	5	4	6
YEARS IN POSITION	108	2	3	2	3
REPORTING LEVEL	102	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	32	1	3	2	3
ASSET SIZE (MILLIONS)	113	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	260	$15,300	$18,306	$18,000	$20,998
BONUS	139	862	1,720	1,435	2,300
TOTAL COMPENSATION	260	16,213	19,226	19,000	21,657
AGE	253	33	40	38	45
YEARS OF EDUCATION	258	12	14	14	16
YEARS WITH PRESENT BANK	256	4	9	8	12
YEARS IN POSITION	249	2	5	3	6
REPORTING LEVEL	248	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	218	2	5	4	5
ASSET SIZE (MILLIONS)	260	$31.4	$34.1	$34.0	$36.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	195	$11,400	$13,190	$12,600	$15,000
BONUS	101	500	1,183	900	1,500
TOTAL COMPENSATION	195	11,700	13,803	13,200	15,700
AGE	189	28	35	33	41
YEARS OF EDUCATION	191	12	14	14	16
YEARS WITH PRESENT BANK	190	3	7	6	10
YEARS IN POSITION	187	2	3	2	4
REPORTING LEVEL	183	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	95	1	4	2	4
ASSET SIZE (MILLIONS)	195	$32.0	$34.2	$34.0	$36.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	142	$11,879	$14,380	$14,000	$16,500
BONUS	83	500	1,220	950	1,500
TOTAL COMPENSATION	142	12,211	15,093	14,500	17,200
AGE	134	32	41	39	51
YEARS OF EDUCATION	137	12	14	14	16
YEARS WITH PRESENT BANK	136	4	12	8	17
YEARS IN POSITION	134	2	4	3	4
REPORTING LEVEL	130	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	61	1	9	3	12
ASSET SIZE (MILLIONS)	142	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	229	$16,000	$19,296	$19,200	$21,884
BONUS	140	844	2,166	1,720	2,675
TOTAL COMPENSATION	229	16,700	20,621	20,150	24,017
AGE	225	34	42	41	49
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	224	5	11	9	15
YEARS IN POSITION	219	2	5	4	8
REPORTING LEVEL	216	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	148	2	7	4	8
ASSET SIZE (MILLIONS)	229	$31.6	$34.2	$34.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$14,000	$17,878	$17,160	$21,000
BONUS	42	581	1,489	1,164	2,062
TOTAL COMPENSATION	91	14,500	18,565	18,000	22,000
AGE	91	35	42	41	48
YEARS OF EDUCATION	91	12	14	14	16
YEARS WITH PRESENT BANK	90	3	10	8	14
YEARS IN POSITION	88	2	4	3	5
REPORTING LEVEL	89	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	73	1	4	2	4
ASSET SIZE (MILLIONS)	91	$32.0	$34.5	$35.0	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$9,475	$11,050	$10,800	$12,075
BONUS	15	138	999	400	1,000
TOTAL COMPENSATION	42	9,573	11,407	11,175	12,375
AGE	40	25	27	27	29
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	41	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	38	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	7	6	11
ASSET SIZE (MILLIONS)	42	$32.0	$34.2	$33.5	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	313	$17,204	$20,411	$20,100	$23,400
BONUS	175	900	2,201	1,719	2,880
TOTAL COMPENSATION	313	18,000	21,641	20,991	24,500
AGE	307	35	43	42	50
YEARS OF EDUCATION	309	12	14	14	16
YEARS WITH PRESENT BANK	308	6	13	10	18
YEARS IN POSITION	302	2	6	4	8
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	299	14	24	21	33
ASSET SIZE (MILLIONS)	313	$31.1	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$12,063	$15,813	$15,100	$18,000
BONUS	43	496	1,573	1,100	1,734
TOTAL COMPENSATION	80	12,518	16,659	16,025	18,999
AGE	79	34	44	43	52
YEARS OF EDUCATION	80	12	14	14	16
YEARS WITH PRESENT BANK	79	7	12	11	15
YEARS IN POSITION	78	2	4	3	6
REPORTING LEVEL	76	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	4	18	12	29
ASSET SIZE (MILLIONS)	80	$32.0	$34.5	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$15,000	$20,190	$19,710	$24,363
BONUS	39	1,000	2,272	1,700	3,000
TOTAL COMPENSATION	58	16,528	21,718	21,100	25,751
AGE	55	34	45	45	54
YEARS OF EDUCATION	55	13	15	16	16
YEARS WITH PRESENT BANK	55	6	13	8	18
YEARS IN POSITION	54	3	6	5	8
REPORTING LEVEL	56	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	4	2	3
ASSET SIZE (MILLIONS)	58	$32.0	$34.6	$35.0	$37.5

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $40 TO $49 MILLION

Of the 3,203 banks submitting data for the national survey results, 358 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	357	$37,500	$43,556	$42,600	$48,000
BONUS	213	2,910	6,894	4,635	8,536
TOTAL COMPENSATION	357	40,000	47,669	45,680	52,050
AGE	347	46	52	52	58
YEARS OF EDUCATION	351	14	15	16	16
YEARS WITH PRESENT BANK	350	8	17	14	24
YEARS IN POSITION	347	4	9	8	12
REPORTING LEVEL	357	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	340	40	53	51	65
ASSET SIZE (MILLIONS)	357	$42.0	$45.1	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	304	$26,400	$30,913	$30,000	$34,230
BONUS	171	2,000	3,919	3,000	5,000
TOTAL COMPENSATION	304	27,796	33,117	32,094	37,000
AGE	299	41	48	47	54
YEARS OF EDUCATION	297	13	15	16	16
YEARS WITH PRESENT BANK	300	6	15	14	22
YEARS IN POSITION	295	2	6	5	8
REPORTING LEVEL	288	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	281	10	34	33	50
ASSET SIZE (MILLIONS)	304	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$16,000	$19,905	$19,000	$22,500
BONUS	47	1,023	2,144	1,650	2,471
TOTAL COMPENSATION	91	17,000	21,013	19,910	24,000
AGE	88	34	43	41	49
YEARS OF EDUCATION	89	12	14	14	16
YEARS WITH PRESENT BANK	90	4	10	8	14
YEARS IN POSITION	87	2	5	4	6
REPORTING LEVEL	90	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	87	9	14	11	16
ASSET SIZE (MILLIONS)	91	$42.0	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$11,500	$14,554	$14,000	$17,420
BONUS	92	596	1,311	1,180	1,718
TOTAL COMPENSATION	183	11,700	15,213	14,800	18,394
AGE	177	33	41	40	48
YEARS OF EDUCATION	180	12	13	12	14
YEARS WITH PRESENT BANK	179	5	11	9	15
YEARS IN POSITION	173	2	4	3	6
REPORTING LEVEL	177	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	172	3	5	5	6
ASSET SIZE (MILLIONS)	183	$42.0	$45.4	$45.8	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,290	$18,223	$18,000	$22,000
BONUS	56	500	1,239	1,000	1,770
TOTAL COMPENSATION	121	14,300	18,796	18,692	22,500
AGE	116	35	44	42	53
YEARS OF EDUCATION	118	12	14	14	16
YEARS WITH PRESENT BANK	120	3	9	7	12
YEARS IN POSITION	119	2	4	3	6
REPORTING LEVEL	113	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	67	1	6	2	5
ASSET SIZE (MILLIONS)	121	$42.7	$45.7	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$20,015	$24,357	$24,000	$27,648
BONUS	98	948	2,328	1,953	3,288
TOTAL COMPENSATION	198	21,313	25,510	25,000	29,181
AGE	191	34	41	39	47
YEARS OF EDUCATION	191	14	15	16	16
YEARS WITH PRESENT BANK	192	3	9	7	13
YEARS IN POSITION	185	2	5	4	6
REPORTING LEVEL	187	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	158	2	8	5	10
ASSET SIZE (MILLIONS)	198	$42.4	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	99	$13,500	$16,099	$15,500	$19,100
BONUS	50	375	1,024	740	1,275
TOTAL COMPENSATION	99	13,700	16,616	16,000	19,300
AGE	94	30	36	33	40
YEARS OF EDUCATION	96	12	15	16	16
YEARS WITH PRESENT BANK	96	3	7	5	8
YEARS IN POSITION	92	2	3	2	4
REPORTING LEVEL	94	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	2	4
ASSET SIZE (MILLIONS)	99	$41.0	$45.1	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	124	$15,063	$19,023	$18,900	$22,242
BONUS	63	750	1,503	1,350	1,875
TOTAL COMPENSATION	124	15,775	19,786	19,493	23,150
AGE	121	32	42	40	50
YEARS OF EDUCATION	123	12	15	15	16
YEARS WITH PRESENT BANK	123	5	12	10	17
YEARS IN POSITION	119	2	5	3	7
REPORTING LEVEL	118	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	11	4	10
ASSET SIZE (MILLIONS)	124	$42.4	$45.8	$46.6	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	156	$9,600	$11,907	$11,470	$13,795
BONUS	64	318	865	775	1,245
TOTAL COMPENSATION	156	10,000	12,262	11,525	14,296
AGE	151	27	35	31	39
YEARS OF EDUCATION	150	12	14	13	15
YEARS WITH PRESENT BANK	152	2	5	3	5
YEARS IN POSITION	150	2	3	2	3
REPORTING LEVEL	147	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	59	1	2	1	2
ASSET SIZE (MILLIONS)	156	$43.6	$45.9	$47.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	279	$16,080	$19,066	$18,700	$21,600
BONUS	146	815	1,694	1,357	2,333
TOTAL COMPENSATION	279	17,000	19,953	19,500	22,450
AGE	271	33	41	39	46
YEARS OF EDUCATION	268	12	14	14	16
YEARS WITH PRESENT BANK	274	5	10	8	12
YEARS IN POSITION	267	2	6	4	7
REPORTING LEVEL	266	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	233	3	6	5	6
ASSET SIZE (MILLIONS)	279	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	226	$12,038	$13,933	$13,680	$15,425
BONUS	109	500	1,011	1,000	1,400
TOTAL COMPENSATION	226	12,500	14,420	14,000	16,000
AGE	222	29	35	33	38
YEARS OF EDUCATION	222	12	14	14	16
YEARS WITH PRESENT BANK	224	3	7	6	10
YEARS IN POSITION	217	2	3	3	4
REPORTING LEVEL	216	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	124	1	3	2	4
ASSET SIZE (MILLIONS)	226	$42.0	$45.3	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	199	$12,400	$15,059	$14,400	$17,000
BONUS	105	500	1,295	1,000	1,600
TOTAL COMPENSATION	199	13,080	15,742	15,000	17,600
AGE	195	31	40	39	48
YEARS OF EDUCATION	194	12	14	14	16
YEARS WITH PRESENT BANK	198	4	10	8	13
YEARS IN POSITION	194	2	4	3	5
REPORTING LEVEL	173	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	1	7	1	3
ASSET SIZE (MILLIONS)	199	$42.0	$45.4	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	202	$16,400	$19,677	$18,650	$23,000
BONUS	107	964	1,839	1,580	2,400
TOTAL COMPENSATION	202	17,008	20,651	20,173	24,000
AGE	200	34	42	41	48
YEARS OF EDUCATION	199	12	14	14	16
YEARS WITH PRESENT BANK	201	4	11	8	15
YEARS IN POSITION	195	2	5	4	7
REPORTING LEVEL	195	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	133	2	6	4	8
ASSET SIZE (MILLIONS)	202	$42.0	$45.1	$45.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	151	$15,000	$19,396	$19,260	$22,645
BONUS	80	725	1,611	1,228	2,250
TOTAL COMPENSATION	151	16,400	20,250	19,600	23,250
AGE	148	34	43	42	51
YEARS OF EDUCATION	149	12	14	14	16
YEARS WITH PRESENT BANK	150	4	11	8	15
YEARS IN POSITION	145	2	5	4	7
REPORTING LEVEL	146	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	111	1	4	2	3
ASSET SIZE (MILLIONS)	151	$42.0	$45.6	$46.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$9,500	$11,045	$10,800	$12,000
BONUS	21	160	685	500	1,042
TOTAL COMPENSATION	55	9,600	11,307	11,000	12,563
AGE	52	25	28	27	29
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	53	2	3	2	4
YEARS IN POSITION	53	1	2	2	2
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	2	5	2	10
ASSET SIZE (MILLIONS)	55	$41.4	$44.7	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	309	$18,330	$22,448	$21,120	$24,948
BONUS	167	1,080	2,153	1,760	2,695
TOTAL COMPENSATION	309	19,325	23,612	22,400	26,450
AGE	305	36	43	43	50
YEARS OF EDUCATION	304	12	14	14	16
YEARS WITH PRESENT BANK	306	6	13	11	20
YEARS IN POSITION	297	2	6	4	8
REPORTING LEVEL	299	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	291	16	31	29	41
ASSET SIZE (MILLIONS)	309	$42.0	$45.0	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	140	$13,000	$16,069	$15,125	$18,150
BONUS	62	611	1,426	1,145	1,800
TOTAL COMPENSATION	140	13,500	16,701	16,000	18,612
AGE	138	33	42	40	50
YEARS OF EDUCATION	136	12	14	14	16
YEARS WITH PRESENT BANK	138	6	12	9	16
YEARS IN POSITION	137	2	4	3	5
REPORTING LEVEL	135	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	107	3	20	9	28
ASSET SIZE (MILLIONS)	140	$44.0	$46.0	$47.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	100	$16,425	$20,715	$20,735	$24,000
BONUS	55	1,000	1,931	1,667	2,683
TOTAL COMPENSATION	100	17,000	21,777	21,570	25,075
AGE	98	37	45	44	53
YEARS OF EDUCATION	99	13	15	16	16
YEARS WITH PRESENT BANK	98	3	12	8	16
YEARS IN POSITION	96	2	6	4	8
REPORTING LEVEL	96	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	84	1	3	2	3
ASSET SIZE (MILLIONS)	100	$42.0	$45.5	$46.0	$49.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $50 TO $99 MILLION

Of the 3,203 banks submitting data for the national survey results, 431 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Correspondent Bank Officer
Top International Banking Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	425	$42,450	$50,226	$49,000	$55,256
BONUS	220	3,639	8,477	5,375	10,000
TOTAL COMPENSATION	425	45,000	54,613	52,200	61,000
AGE	418	46	53	54	59
YEARS OF EDUCATION	410	14	15	16	16
YEARS WITH PRESENT BANK	419	8	18	16	26
YEARS IN POSITION	414	4	9	7	12
REPORTING LEVEL	424	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	407	65	85	83	102
ASSET SIZE (MILLIONS)	425	$62.0	$72.8	$72.2	$83.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	350	$30,000	$35,531	$34,000	$39,375
BONUS	168	2,246	4,796	3,425	5,682
TOTAL COMPENSATION	350	31,275	37,833	35,620	42,106
AGE	345	42	49	48	56
YEARS OF EDUCATION	339	13	15	16	16
YEARS WITH PRESENT BANK	346	7	17	15	26
YEARS IN POSITION	335	2	6	4	7
REPORTING LEVEL	332	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	321	15	55	59	84
ASSET SIZE (MILLIONS)	350	$60.7	$71.9	$70.9	$82.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	146	$20,225	$26,646	$26,500	$30,500
BONUS	58	1,435	2,711	2,150	3,456
TOTAL COMPENSATION	146	21,981	27,723	27,000	31,275
AGE	143	38	46	46	54
YEARS OF EDUCATION	144	12	14	15	16
YEARS WITH PRESENT BANK	145	7	15	14	23
YEARS IN POSITION	142	2	5	4	7
REPORTING LEVEL	143	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	138	7	43	38	69
ASSET SIZE (MILLIONS)	146	$62.9	$75.3	$77.2	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	38	$15,383	$18,741	$17,850	$20,750
BONUS	13	893	1,231	1,218	1,695
TOTAL COMPENSATION	38	15,460	19,162	18,103	22,001
AGE	38	34	43	42	50
YEARS OF EDUCATION	36	12	14	14	16
YEARS WITH PRESENT BANK	38	6	11	11	14
YEARS IN POSITION	37	3	6	5	7
REPORTING LEVEL	37	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	20	1	9	1	3
ASSET SIZE (MILLIONS)	38	$62.1	$75.1	$72.8	$89.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$20,750	$26,932	$24,720	$31,570
BONUS	17	1,435	2,144	1,800	2,967
TOTAL COMPENSATION	43	21,318	27,780	25,465	32,000
AGE	42	37	47	45	58
YEARS OF EDUCATION	37	13	15	16	16
YEARS WITH PRESENT BANK	42	8	18	14	24
YEARS IN POSITION	40	3	7	5	10
REPORTING LEVEL	40	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	30	1	26	3	34
ASSET SIZE (MILLIONS)	43	$67.8	$78.9	$80.0	$89.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,713	$21,468	$16,430	$29,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12,713	21,968	17,929	29,125
AGE	6	39	45	43	52
YEARS OF EDUCATION	5	13	15	16	16
YEARS WITH PRESENT BANK	6	6	12	12	17
YEARS IN POSITION	6	3	4	5	6
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$71.4	$78.5	$77.5	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	64	$18,250	$21,621	$21,000	$25,325
BONUS	21	675	1,629	1,000	2,082
TOTAL COMPENSATION	64	19,050	22,156	21,100	25,325
AGE	61	36	43	43	50
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	6	13	10	19
YEARS IN POSITION	60	2	3	3	4
REPORTING LEVEL	61	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	11	41	28	47
ASSET SIZE (MILLIONS)	64	$60.1	$72.9	$76.0	$82.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$18,125	$21,366	$21,373	$25,000
BONUS	32	1,000	2,442	1,494	2,062
TOTAL COMPENSATION	62	18,950	22,627	21,550	25,559
AGE	60	36	43	42	51
YEARS OF EDUCATION	60	12	14	14	16
YEARS WITH PRESENT BANK	60	6	12	8	16
YEARS IN POSITION	60	2	6	5	7
REPORTING LEVEL	59	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	10	25
ASSET SIZE (MILLIONS)	62	$60.0	$72.6	$74.6	$82.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	147	$14,900	$17,763	$17,520	$20,330
BONUS	69	710	1,817	1,296	2,171
TOTAL COMPENSATION	147	15,000	18,616	17,983	21,000
AGE	146	33	41	39	49
YEARS OF EDUCATION	142	12	14	13	16
YEARS WITH PRESENT BANK	146	5	11	9	16
YEARS IN POSITION	145	2	5	4	6
REPORTING LEVEL	140	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	140	7	12	11	15
ASSET SIZE (MILLIONS)	147	$63.7	$75.3	$77.8	$86.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	249	$12,450	$14,923	$14,560	$16,987
BONUS	97	567	1,130	949	1,390
TOTAL COMPENSATION	249	12,747	15,363	15,132	17,350
AGE	244	33	42	40	49
YEARS OF EDUCATION	240	12	13	12	15
YEARS WITH PRESENT BANK	246	6	11	9	16
YEARS IN POSITION	241	2	4	3	5
REPORTING LEVEL	238	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	235	4	6	5	7
ASSET SIZE (MILLIONS)	249	$61.7	$73.5	$74.2	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$16,704	$23,703	$23,500	$28,000
BONUS	17	625	1,647	1,500	2,150
TOTAL COMPENSATION	47	17,500	24,298	24,500	28,000
AGE	46	35	44	43	52
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	47	3	9	7	10
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	33	1	8	2	6
ASSET SIZE (MILLIONS)	47	$66.0	$75.4	$77.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,100	$18,052	$16,022	$18,930
BONUS	12	828	2,419	1,123	3,091
TOTAL COMPENSATION	36	14,100	18,859	16,022	21,130
AGE	35	35	44	43	52
YEARS OF EDUCATION	35	12	14	14	16
YEARS WITH PRESENT BANK	36	4	9	9	12
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	1	12	2	4
ASSET SIZE (MILLIONS)	36	$67.5	$76.4	$79.5	$83.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	71	$12,000	$15,918	$14,280	$20,189
BONUS	25	703	1,291	1,200	1,968
TOTAL COMPENSATION	71	12,100	16,372	14,400	20,410
AGE	71	29	39	35	45
YEARS OF EDUCATION	69	14	15	16	16
YEARS WITH PRESENT BANK	71	4	9	6	11
YEARS IN POSITION	69	2	4	3	4
REPORTING LEVEL	67	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	58	1	4	3	5
ASSET SIZE (MILLIONS)	71	$70.0	$78.6	$80.0	$87.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$22,800	$26,643	$26,415	$30,240
BONUS	72	1,349	2,594	2,173	3,293
TOTAL COMPENSATION	198	23,425	27,587	27,215	32,500
AGE	195	36	43	42	48
YEARS OF EDUCATION	189	14	15	16	16
YEARS WITH PRESENT BANK	197	5	12	10	16
YEARS IN POSITION	193	2	5	3	6
REPORTING LEVEL	194	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	185	4	9	6	10
ASSET SIZE (MILLIONS)	198	$65.8	$75.5	$75.3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	272	$18,000	$21,989	$21,450	$24,938
BONUS	99	854	2,073	1,500	2,450
TOTAL COMPENSATION	272	18,725	22,743	22,000	25,877
AGE	268	34	43	41	50
YEARS OF EDUCATION	263	13	15	16	16
YEARS WITH PRESENT BANK	270	4	11	8	15
YEARS IN POSITION	261	2	5	4	6
REPORTING LEVEL	267	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	1	6	3	5
ASSET SIZE (MILLIONS)	272	$64.0	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$14,020	$16,079	$15,900	$18,000
BONUS	41	524	1,185	1,000	1,510
TOTAL COMPENSATION	129	14,400	16,456	16,215	18,254
AGE	127	30	35	33	38
YEARS OF EDUCATION	124	13	15	16	16
YEARS WITH PRESENT BANK	127	3	8	6	9
YEARS IN POSITION	125	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	52	1	5	1	3
ASSET SIZE (MILLIONS)	129	$67.1	$77.1	$78.0	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$16,200	$20,723	$19,900	$24,313
BONUS	41	759	1,793	1,500	2,620
TOTAL COMPENSATION	88	16,220	21,558	21,400	25,122
AGE	87	31	37	35	42
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	4	9	7	11
YEARS IN POSITION	85	2	5	4	7
REPORTING LEVEL	86	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	84	4	11	8	15
ASSET SIZE (MILLIONS)	88	$65.5	$76.3	$77.1	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	239	$21,988	$26,924	$26,000	$30,216
BONUS	102	1,275	3,362	2,467	4,213
TOTAL COMPENSATION	239	23,000	28,359	26,820	31,921
AGE	234	36	44	42	51
YEARS OF EDUCATION	229	14	15	16	16
YEARS WITH PRESENT BANK	237	5	13	11	18
YEARS IN POSITION	232	2	5	4	7
REPORTING LEVEL	233	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	220	3	23	8	35
ASSET SIZE (MILLIONS)	239	$62.0	$73.9	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	168	$10,800	$13,007	$12,385	$15,000
BONUS	52	400	878	711	1,015
TOTAL COMPENSATION	168	10,985	13,279	12,575	15,000
AGE	165	29	37	33	43
YEARS OF EDUCATION	160	12	14	13	16
YEARS WITH PRESENT BANK	166	2	5	4	6
YEARS IN POSITION	158	2	3	2	4
REPORTING LEVEL	162	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	168	$63.6	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	318	$17,500	$20,970	$20,400	$24,100
BONUS	132	951	2,071	1,500	2,483
TOTAL COMPENSATION	318	18,370	21,829	21,000	24,575
AGE	316	36	43	42	50
YEARS OF EDUCATION	308	12	14	14	16
YEARS WITH PRESENT BANK	317	5	12	10	16
YEARS IN POSITION	310	2	6	4	8
REPORTING LEVEL	310	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	302	4	8	6	9
ASSET SIZE (MILLIONS)	318	$63.2	$73.5	$72.8	$84.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	330	$13,500	$16,130	$15,500	$17,681
BONUS	121	582	1,329	1,000	1,793
TOTAL COMPENSATION	330	13,991	16,618	15,838	18,279
AGE	326	31	39	37	46
YEARS OF EDUCATION	320	12	14	14	16
YEARS WITH PRESENT BANK	327	4	10	8	13
YEARS IN POSITION	320	2	5	3	6
REPORTING LEVEL	321	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	2	6	3	6
ASSET SIZE (MILLIONS)	330	$62.0	$73.9	$73.7	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	297	$13,500	$16,493	$16,100	$19,000
BONUS	114	596	1,428	1,188	1,643
TOTAL COMPENSATION	297	13,831	17,041	16,650	19,618
AGE	292	32	40	37	47
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	293	3	10	7	13
YEARS IN POSITION	288	2	5	3	6
REPORTING LEVEL	254	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	195	1	4	1	2
ASSET SIZE (MILLIONS)	297	$62.0	$72.8	$72.2	$82.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	78	$15,975	$21,346	$21,115	$26,825
BONUS	28	841	2,344	1,555	2,702
TOTAL COMPENSATION	78	16,500	22,187	21,250	27,000
AGE	75	33	41	40	48
YEARS OF EDUCATION	74	12	15	16	16
YEARS WITH PRESENT BANK	75	3	8	6	13
YEARS IN POSITION	75	2	3	3	4
REPORTING LEVEL	72	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	53	3	9	5	10
ASSET SIZE (MILLIONS)	78	$63.8	$75.9	$77.4	$86.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	164	$14,800	$18,886	$18,280	$22,440
BONUS	60	652	1,371	1,192	1,987
TOTAL COMPENSATION	164	15,352	19,388	18,661	23,250
AGE	162	32	40	36	47
YEARS OF EDUCATION	159	13	15	16	16
YEARS WITH PRESENT BANK	162	4	9	7	12
YEARS IN POSITION	159	2	4	3	6
REPORTING LEVEL	159	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	164	$63.2	$74.8	$76.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	167	$19,000	$22,284	$21,600	$25,850
BONUS	59	840	2,227	1,940	2,865
TOTAL COMPENSATION	167	19,350	23,071	22,400	26,500
AGE	163	36	45	45	53
YEARS OF EDUCATION	161	12	14	14	16
YEARS WITH PRESENT BANK	164	6	14	12	21
YEARS IN POSITION	163	3	6	4	8
REPORTING LEVEL	161	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	149	2	6	3	4
ASSET SIZE (MILLIONS)	167	$63.9	$74.4	$73.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	143	$16,000	$19,555	$19,000	$22,500
BONUS	59	500	1,577	1,069	2,000
TOTAL COMPENSATION	143	16,200	20,206	19,431	23,500
AGE	142	35	44	44	53
YEARS OF EDUCATION	138	12	14	14	16
YEARS WITH PRESENT BANK	142	5	14	11	21
YEARS IN POSITION	139	2	5	3	6
REPORTING LEVEL	139	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	96	1	4	2	4
ASSET SIZE (MILLIONS)	143	$62.0	$74.2	$72.9	$87.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$11,960	$14,791	$14,980	$17,000
BONUS	19	600	1,201	1,046	1,530
TOTAL COMPENSATION	55	12,000	15,206	15,000	17,730
AGE	54	30	38	37	49
YEARS OF EDUCATION	53	12	14	13	16
YEARS WITH PRESENT BANK	54	4	9	7	12
YEARS IN POSITION	53	2	3	2	4
REPORTING LEVEL	52	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	1	9	2	3
ASSET SIZE (MILLIONS)	55	$70.0	$77.9	$78.0	$88.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	145	$10,500	$12,700	$12,000	$14,550
BONUS	49	474	1,001	833	1,200
TOTAL COMPENSATION	145	10,745	13,039	12,456	14,763
AGE	142	35	45	46	54
YEARS OF EDUCATION	139	12	13	12	12
YEARS WITH PRESENT BANK	143	8	15	14	21
YEARS IN POSITION	141	2	4	3	5
REPORTING LEVEL	139	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	103	3	9	5	9
ASSET SIZE (MILLIONS)	145	$62.4	$73.6	$74.0	$82.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$10,200	$11,258	$11,500	$12,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	10,400	11,490	11,950	12,500
AGE	12	24	27	26	28
YEARS OF EDUCATION	12	17	17	18	18
YEARS WITH PRESENT BANK	12	2	2	2	3
YEARS IN POSITION	12	1	2	2	2
REPORTING LEVEL	12	5	4	5	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	12	$68.7	$8[illegible].4	$85.8	$89.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	90	$9,371	$10,627	$10,710	$12,000
BONUS	20	313	693	626	917
TOTAL COMPENSATION	90	9,500	10,781	10,800	12,000
AGE	88	24	26	26	28
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	90	2	2	2	3
YEARS IN POSITION	90	1	2	2	2
REPORTING LEVEL	86	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	3	11	12	15
ASSET SIZE (MILLIONS)	90	$64.0	$75.5	$78.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	316	$18,000	$22,629	$22,000	$25,733
BONUS	128	999	2,214	1,801	2,970
TOTAL COMPENSATION	316	18,610	23,526	22,900	27,190
AGE	310	36	42	41	49
YEARS OF EDUCATION	305	12	14	14	16
YEARS WITH PRESENT BANK	313	6	14	12	21
YEARS IN POSITION	306	2	5	4	6
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	298	18	40	35	55
ASSET SIZE (MILLIONS)	316	$62.1	$73.5	$72.9	$83.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$16,275	$19,538	$18,660	$22,388
BONUS	13	362	1,300	1,300	2,249
TOTAL COMPENSATION	46	16,275	19,906	19,073	23,563
AGE	45	38	46	43	55
YEARS OF EDUCATION	45	12	13	12	14
YEARS WITH PRESENT BANK	45	6	14	12	20
YEARS IN POSITION	43	2	4	2	5
REPORTING LEVEL	43	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	41	6	9	8	12
ASSET SIZE (MILLIONS)	46	$69.5	$78.0	$78.0	$85.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$12,000	$15,064	$14,500	$16,800
BONUS	22	1,000	1,633	1,756	1,974
TOTAL COMPENSATION	67	13,100	15,600	14,900	17,784
AGE	64	32	43	43	54
YEARS OF EDUCATION	63	12	13	12	16
YEARS WITH PRESENT BANK	65	5	14	13	21
YEARS IN POSITION	64	2	5	4	6
REPORTING LEVEL	65	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	2	7	4	8
ASSET SIZE (MILLIONS)	67	$65.0	$75.5	$77.3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$13,500	$17,316	$16,200	$19,980
BONUS	68	601	1,583	1,030	2,177
TOTAL COMPENSATION	207	13,600	17,836	16,980	20,040
AGE	204	36	45	45	54
YEARS OF EDUCATION	202	12	14	13	16
YEARS WITH PRESENT BANK	204	5	14	10	19
YEARS IN POSITION	202	2	4	3	5
REPORTING LEVEL	199	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	154	1	18	3	24
ASSET SIZE (MILLIONS)	207	$65.0	$76.4	$77.4	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$19,670	$26,479	$22,500	$35,047
BONUS	8	1,167	1,919	1,629	2,100
TOTAL COMPENSATION	20	21,354	27,247	24,300	36,175
AGE	20	35	43	41	53
YEARS OF EDUCATION	20	14	15	16	16
YEARS WITH PRESENT BANK	20	7	12	11	16
YEARS IN POSITION	20	3	5	5	7
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	2	41	9	96
ASSET SIZE (MILLIONS)	20	$68.1	$79.5	$80.0	$88.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$13,100	$17,160	$16,500	$21,000
BONUS	38	595	1,584	1,045	1,938
TOTAL COMPENSATION	93	13,790	17,808	16,555	21,250
AGE	90	34	44	45	55
YEARS OF EDUCATION	87	12	14	13	16
YEARS WITH PRESENT BANK	92	5	15	11	23
YEARS IN POSITION	89	2	4	3	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	53	3	20	5	20
ASSET SIZE (MILLIONS)	93	$65.0	$75.6	$76.6	$84.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$10,625	$14,258	$13,912	$15,960
BONUS	9	175	1,028	582	1,941
TOTAL COMPENSATION	24	11,050	14,643	13,928	15,960
AGE	23	38	46	51	53
YEARS OF EDUCATION	23	12	13	12	14
YEARS WITH PRESENT BANK	23	6	14	12	23
YEARS IN POSITION	21	2	3	2	3
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	5	21	8	14
ASSET SIZE (MILLIONS)	24	$68.3	$79.2	$80.6	$92.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	216	$21,300	$26,653	$25,850	$31,000
BONUS	84	1,000	2,538	1,695	2,950
TOTAL COMPENSATION	216	21,800	27,640	26,850	31,826
AGE	213	37	45	44	52
YEARS OF EDUCATION	207	16	16	16	18
YEARS WITH PRESENT BANK	215	4	10	8	14
YEARS IN POSITION	210	3	6	5	9
REPORTING LEVEL	210	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	206	2	5	3	5
ASSET SIZE (MILLIONS)	216	$64.0	$75.0	$75.0	$85.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	111	$12,000	$15,308	$14,750	$18,280
BONUS	39	699	1,152	1,000	1,575
TOTAL COMPENSATION	111	12,200	15,713	14,900	18,512
AGE	110	34	41	40	48
YEARS OF EDUCATION	107	12	14	13	16
YEARS WITH PRESENT BANK	111	6	12	9	15
YEARS IN POSITION	110	2	4	4	6
REPORTING LEVEL	106	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	93	2	3	3	4
ASSET SIZE (MILLIONS)	111	$65.0	$76.2	$77.0	$86.9

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $100 TO $249 MILLION

Of the 3,203 banks submitting data for the national survey results, 355 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	354	$54,000	$64,786	$62,750	$74,991
BONUS	182	4,156	10,624	7,500	14,087
TOTAL COMPENSATION	354	57,000	70,248	68,824	79,200
AGE	351	47	53	53	60
YEARS OF EDUCATION	343	16	16	16	17
YEARS WITH PRESENT BANK	352	8	18	16	25
YEARS IN POSITION	346	4	8	6	11
REPORTING LEVEL	354	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	334	120	177	164	217
ASSET SIZE (MILLIONS)	354	$112.3	$149.8	$137.0	$180.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	299	$37,800	$45,191	$44,000	$52,000
BONUS	146	2,500	6,359	4,500	8,848
TOTAL COMPENSATION	299	39,000	48,296	46,000	55,999
AGE	297	42	49	48	55
YEARS OF EDUCATION	289	14	16	16	16
YEARS WITH PRESENT BANK	298	6	16	12	23
YEARS IN POSITION	292	3	5	4	7
REPORTING LEVEL	291	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	277	31	123	109	177
ASSET SIZE (MILLIONS)	299	$115.1	$151.2	$140.0	$181.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$26,000	$32,701	$30,430	$37,275
BONUS	53	1,487	3,165	2,616	3,486
TOTAL COMPENSATION	128	26,643	34,012	32,300	38,804
AGE	127	38	45	44	50
YEARS OF EDUCATION	125	14	15	16	16
YEARS WITH PRESENT BANK	126	6	14	11	21
YEARS IN POSITION	123	2	5	4	7
REPORTING LEVEL	126	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	119	10	61	40	87
ASSET SIZE (MILLIONS)	128	$115.3	$150.5	$138.1	$180.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	60	$13,200	$18,502	$17,700	$21,500
BONUS	23	739	1,212	1,100	2,143
TOTAL COMPENSATION	60	13,700	18,966	19,013	22,224
AGE	57	35	43	40	51
YEARS OF EDUCATION	58	14	15	16	16
YEARS WITH PRESENT BANK	59	3	10	8	15
YEARS IN POSITION	59	2	4	4	6
REPORTING LEVEL	58	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	2	2	3
ASSET SIZE (MILLIONS)	60	$127.1	$156.2	$145.1	$191.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	109	$23,930	$29,445	$27,792	$34,300
BONUS	36	1,264	2,548	1,855	3,263
TOTAL COMPENSATION	109	24,050	30,286	28,310	35,900
AGE	109	35	45	43	53
YEARS OF EDUCATION	108	14	15	16	17
YEARS WITH PRESENT BANK	109	6	13	10	18
YEARS IN POSITION	109	3	5	5	7
REPORTING LEVEL	99	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	82	1	9	3	4
ASSET SIZE (MILLIONS)	109	$114.5	$159.7	$150.0	$203.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$13,250	$31,027	$31,850	$48,825
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	13,598	33,055	36,400	50,255
AGE	12	36	50	52	63
YEARS OF EDUCATION	12	12	15	16	16
YEARS WITH PRESENT BANK	12	7	19	15	28
YEARS IN POSITION	12	3	5	5	6
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	2	11	4	7
ASSET SIZE (MILLIONS)	12	$111.2	$143.9	$128.6	$174.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$20,546	$25,872	$25,000	$29,000
BONUS	43	1,162	2,321	1,900	3,260
TOTAL COMPENSATION	129	20,792	26,646	25,500	30,781
AGE	128	38	44	43	50
YEARS OF EDUCATION	129	12	14	14	16
YEARS WITH PRESENT BANK	129	8	15	14	21
YEARS IN POSITION	127	2	4	3	6
REPORTING LEVEL	127	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	128	26	79	61	106
ASSET SIZE (MILLIONS)	129	$125.2	$158.9	$152.8	$191.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$18,500	$23,624	$23,000	$28,890
BONUS	25	565	2,343	1,500	2,340
TOTAL COMPENSATION	73	18,700	24,426	23,201	29,632
AGE	71	37	45	46	51
YEARS OF EDUCATION	71	12	14	15	16
YEARS WITH PRESENT BANK	71	6	14	11	20
YEARS IN POSITION	71	2	5	3	6
REPORTING LEVEL	71	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	71	12	27	20	39
ASSET SIZE (MILLIONS)	73	$116.2	$152.6	$142.0	$177.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	196	$17,000	$20,264	$19,500	$23,000
BONUS	65	773	1,910	1,341	2,284
TOTAL COMPENSATION	196	17,095	20,898	19,963	23,490
AGE	195	36	43	41	50
YEARS OF EDUCATION	193	12	14	14	16
YEARS WITH PRESENT BANK	194	7	14	11	21
YEARS IN POSITION	190	2	5	4	8
REPORTING LEVEL	192	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	194	10	14	12	17
ASSET SIZE (MILLIONS)	196	$117.3	$154.5	$143.5	$184.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	233	$14,000	$16,591	$16,000	$18,118
BONUS	75	610	1,280	1,077	1,700
TOTAL COMPENSATION	233	14,050	17,003	16,500	18,792
AGE	226	33	41	40	48
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	228	7	12	10	16
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	225	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	228	5	7	6	8
ASSET SIZE (MILLIONS)	233	$117.2	$152.7	$143.0	$182.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$18,500	$24,313	$24,000	$29,600
BONUS	27	500	1,457	1,624	2,000
TOTAL COMPENSATION	87	18,500	24,766	24,600	29,600
AGE	82	39	48	48	56
YEARS OF EDUCATION	87	14	15	16	16
YEARS WITH PRESENT BANK	87	3	10	7	13
YEARS IN POSITION	86	2	4	3	5
REPORTING LEVEL	86	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	63	1	4	2	3
ASSET SIZE (MILLIONS)	87	$125.0	$163.6	$157.0	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$14,700	$18,897	$18,600	$22,750
BONUS	27	456	1,832	1,075	1,800
TOTAL COMPENSATION	87	14,900	19,466	19,025	23,624
AGE	86	36	49	49	60
YEARS OF EDUCATION	84	13	15	15	16
YEARS WITH PRESENT BANK	86	3	10	7	13
YEARS IN POSITION	82	2	4	3	6
REPORTING LEVEL	84	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	1	4	1	3
ASSET SIZE (MILLIONS)	87	$125.0	$161.9	$152.3	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	136	$13,825	$17,175	$16,125	$19,000
BONUS	45	777	1,565	1,150	1,844
TOTAL COMPENSATION	136	14,000	17,693	16,500	19,975
AGE	134	31	38	35	45
YEARS OF EDUCATION	133	14	15	16	16
YEARS WITH PRESENT BANK	136	3	8	7	10
YEARS IN POSITION	134	2	4	3	5
REPORTING LEVEL	134	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	127	2	5	4	6
ASSET SIZE (MILLIONS)	136	$124.3	$160.1	$152.6	$195.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	245	$25,500	$30,278	$30,000	$35,000
BONUS	102	1,738	3,036	2,500	3,647
TOTAL COMPENSATION	245	26,200	31,542	31,500	37,339
AGE	244	37	44	42	50
YEARS OF EDUCATION	240	14	15	16	16
YEARS WITH PRESENT BANK	243	5	13	10	18
YEARS IN POSITION	242	2	5	4	6
REPORTING LEVEL	239	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	239	5	11	8	14
ASSET SIZE (MILLIONS)	245	$115.0	$152.5	$144.5	$182.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	285	$20,000	$23,573	$23,200	$26,950
BONUS	97	983	1,983	1,600	2,500
TOTAL COMPENSATION	285	20,000	24,248	24,000	27,731
AGE	281	34	42	39	49
YEARS OF EDUCATION	277	14	15	16	16
YEARS WITH PRESENT BANK	283	4	11	9	16
YEARS IN POSITION	277	2	5	4	6
REPORTING LEVEL	274	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	171	1	5	2	6
ASSET SIZE (MILLIONS)	285	$114.5	$152.4	$143.0	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	181	$14,300	$16,978	$16,400	$19,000
BONUS	57	510	1,171	1,200	1,670
TOTAL COMPENSATION	181	14,511	17,346	16,850	19,300
AGE	180	29	34	32	36
YEARS OF EDUCATION	177	14	15	16	16
YEARS WITH PRESENT BANK	180	3	7	6	9
YEARS IN POSITION	177	2	3	2	3
REPORTING LEVEL	173	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	72	1	2	1	4
ASSET SIZE (MILLIONS)	181	$115.8	$153.7	$146.5	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$20,720	$27,023	$25,700	$31,675
BONUS	16	1,500	2,831	2,354	4,200
TOTAL COMPENSATION	54	20,720	27,862	25,975	33,571
AGE	54	35	45	44	54
YEARS OF EDUCATION	53	14	15	16	16
YEARS WITH PRESENT BANK	54	4	14	9	20
YEARS IN POSITION	54	3	6	4	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	6	3	4
ASSET SIZE (MILLIONS)	54	$130.7	$173.7	$184.0	$213.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	163	$20,000	$24,545	$24,000	$28,080
BONUS	62	990	1,973	1,725	2,525
TOTAL COMPENSATION	163	20,328	25,296	24,989	30,000
AGE	163	35	40	39	44
YEARS OF EDUCATION	161	14	15	14	16
YEARS WITH PRESENT BANK	163	5	11	9	14
YEARS IN POSITION	159	2	5	4	7
REPORTING LEVEL	162	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	8	20	15	26
ASSET SIZE (MILLIONS)	163	$124.0	$154.9	$147.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	262	$24,875	$30,468	$30,000	$35,123
BONUS	104	1,274	3,902	2,500	4,100
TOTAL COMPENSATION	262	25,300	32,017	30,299	37,000
AGE	260	36	43	42	50
YEARS OF EDUCATION	255	14	16	16	17
YEARS WITH PRESENT BANK	260	6	13	10	17
YEARS IN POSITION	255	3	5	4	7
REPORTING LEVEL	257	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	249	4	32	8	30
ASSET SIZE (MILLIONS)	262	$116.2	$152.9	$145.1	$182.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	212	$11,700	$14,001	$13,727	$16,395
BONUS	58	464	1,087	940	1,312
TOTAL COMPENSATION	212	11,705	14,299	14,000	16,395
AGE	210	31	38	35	45
YEARS OF EDUCATION	205	12	13	13	14
YEARS WITH PRESENT BANK	209	3	6	5	8
YEARS IN POSITION	207	2	3	2	4
REPORTING LEVEL	206	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	171	2	4	3	5
ASSET SIZE (MILLIONS)	212	$112.8	$151.1	$142.5	$181.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	293	$20,325	$24,428	$24,300	$27,124
BONUS	112	1,195	2,525	2,000	2,890
TOTAL COMPENSATION	293	21,000	25,393	25,000	29,375
AGE	291	38	45	44	52
YEARS OF EDUCATION	286	12	14	14	16
YEARS WITH PRESENT BANK	291	7	13	11	16
YEARS IN POSITION	285	3	6	5	8
REPORTING LEVEL	286	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	284	6	14	11	17
ASSET SIZE (MILLIONS)	293	$115.0	$151.3	$140.0	$181.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	290	$14,500	$16,828	$16,728	$19,000
BONUS	94	611	1,213	1,120	1,710
TOTAL COMPENSATION	290	14,515	17,221	17,000	19,315
AGE	287	32	39	37	45
YEARS OF EDUCATION	284	12	14	14	16
YEARS WITH PRESENT BANK	287	5	10	8	13
YEARS IN POSITION	281	2	5	4	7
REPORTING LEVEL	279	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	182	2	6	5	8
ASSET SIZE (MILLIONS)	290	$114.0	$151.5	$140.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	276	$17,000	$19,533	$19,010	$22,000
BONUS	97	683	1,391	1,250	1,950
TOTAL COMPENSATION	276	17,375	20,022	19,670	22,500
AGE	272	32	40	38	47
YEARS OF EDUCATION	269	13	15	16	16
YEARS WITH PRESENT BANK	274	3	10	7	13
YEARS IN POSITION	265	2	5	3	6
REPORTING LEVEL	248	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	255	2	4	2	3
ASSET SIZE (MILLIONS)	276	$115.0	$151.5	$141.5	$180.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,000	$26,939	$20,000	$34,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	17,000	27,319	21,400	34,000
AGE	11	38	44	46	54
YEARS OF EDUCATION	11	14	16	16	17
YEARS WITH PRESENT BANK	11	4	9	7	15
YEARS IN POSITION	11	3	4	4	5
REPORTING LEVEL	10	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	1	7	4	10
ASSET SIZE (MILLIONS)	11	$142.0	$165.6	$176.0	$193.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	112	$17,000	$21,997	$21,050	$27,000
BONUS	35	464	1,529	1,000	2,220
TOTAL COMPENSATION	112	17,163	22,474	21,475	27,400
AGE	110	32	43	42	55
YEARS OF EDUCATION	110	13	15	16	16
YEARS WITH PRESENT BANK	110	3	12	8	19
YEARS IN POSITION	110	2	4	3	5
REPORTING LEVEL	105	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	86	3	7	4	9
ASSET SIZE (MILLIONS)	112	$119.3	$156.9	$147.0	$187.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$18,412	$23,972	$23,400	$28,500
BONUS	66	1,000	2,202	1,695	2,644
TOTAL COMPENSATION	207	18,550	24,674	23,500	29,000
AGE	205	34	43	40	51
YEARS OF EDUCATION	203	14	15	16	16
YEARS WITH PRESENT BANK	206	4	9	7	12
YEARS IN POSITION	201	2	5	4	6
REPORTING LEVEL	202	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	181	1	5	2	4
ASSET SIZE (MILLIONS)	207	$121.0	$158.0	$152.3	$196.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	211	$21,600	$25,908	$25,000	$29,000
BONUS	77	1,106	2,585	2,100	3,009
TOTAL COMPENSATION	211	22,550	26,852	25,818	30,200
AGE	210	38	47	47	55
YEARS OF EDUCATION	207	12	15	16	16
YEARS WITH PRESENT BANK	210	5	15	11	22
YEARS IN POSITION	205	3	6	4	8
REPORTING LEVEL	207	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	3	6	4	6
ASSET SIZE (MILLIONS)	211	$116.4	$155.7	$147.0	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$15,675	$19,407	$18,660	$22,250
BONUS	55	600	1,817	1,237	2,100
TOTAL COMPENSATION	178	16,500	19,969	18,918	23,000
AGE	173	33	43	41	51
YEARS OF EDUCATION	173	12	14	14	16
YEARS WITH PRESENT BANK	177	6	12	10	15
YEARS IN POSITION	171	2	5	4	6
REPORTING LEVEL	171	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	118	1	4	2	4
ASSET SIZE (MILLIONS)	178	$113.9	$153.3	$140.0	$190.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$11,560	$14,020	$13,500	$15,900
BONUS	23	497	961	840	1,500
TOTAL COMPENSATION	93	11,600	14,258	13,800	15,900
AGE	92	29	36	32	40
YEARS OF EDUCATION	90	12	14	14	16
YEARS WITH PRESENT BANK	93	4	9	7	12
YEARS IN POSITION	93	2	3	2	3
REPORTING LEVEL	91	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	37	2	3	2	3
ASSET SIZE (MILLIONS)	93	$124.0	$159.5	$155.0	$197.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$11,490	$13,694	$13,000	$15,370
BONUS	51	366	1,101	908	1,250
TOTAL COMPENSATION	178	11,499	14,009	13,350	16,008
AGE	176	35	45	46	54
YEARS OF EDUCATION	173	12	13	12	14
YEARS WITH PRESENT BANK	176	8	15	13	21
YEARS IN POSITION	175	2	4	3	5
REPORTING LEVEL	172	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	137	3	8	6	10
ASSET SIZE (MILLIONS)	178	$114.7	$151.5	$143.8	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$10,185	$11,392	$11,250	$12,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	18	10,185	11,433	11,250	12,289
AGE	16	26	27	27	29
YEARS OF EDUCATION	17	17	17	17	18
YEARS WITH PRESENT BANK	16	2	2	2	2
YEARS IN POSITION	17	1	2	2	2
REPORTING LEVEL	16	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	18	$120.8	$157.6	$150.9	$192.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	120	$9,500	$10,534	$10,450	$11,475
BONUS	15	125	517	467	632
TOTAL COMPENSATION	120	9,500	10,598	10,500	11,500
AGE	115	24	26	25	28
YEARS OF EDUCATION	117	16	16	16	16
YEARS WITH PRESENT BANK	118	2	3	2	3
YEARS IN POSITION	117	1	2	2	2
REPORTING LEVEL	112	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	1	6	2	9
ASSET SIZE (MILLIONS)	120	$128.6	$164.3	$156.7	$201.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	295	$21,600	$26,719	$26,400	$30,500
BONUS	116	1,162	2,890	2,101	3,484
TOTAL COMPENSATION	295	22,300	27,856	27,000	32,100
AGE	294	37	43	42	50
YEARS OF EDUCATION	291	12	14	14	16
YEARS WITH PRESENT BANK	294	7	15	13	22
YEARS IN POSITION	290	2	5	4	7
REPORTING LEVEL	288	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	286	27	63	52	86
ASSET SIZE (MILLIONS)	295	$112.0	$150.3	$138.8	$182.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,925	$22,337	$20,500	$24,500
BONUS	12	694	1,502	1,520	2,269
TOTAL COMPENSATION	40	18,814	22,788	20,517	24,530
AGE	40	35	44	41	52
YEARS OF EDUCATION	39	12	14	14	16
YEARS WITH PRESENT BANK	40	6	14	12	20
YEARS IN POSITION	39	2	4	3	5
REPORTING LEVEL	39	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	9	25	17	27
ASSET SIZE (MILLIONS)	40	$110.0	$149.8	$145.5	$174.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$13,500	$17,170	$16,200	$20,400
BONUS	26	669	1,254	1,250	1,928
TOTAL COMPENSATION	75	13,680	17,605	16,500	20,750
AGE	72	34	43	44	52
YEARS OF EDUCATION	71	12	14	14	16
YEARS WITH PRESENT BANK	72	7	14	11	17
YEARS IN POSITION	70	2	4	3	6
REPORTING LEVEL	72	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	4	13	9	17
ASSET SIZE (MILLIONS)	75	$112.0	$147.9	$135.0	$178.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	291	$15,500	$19,489	$19,000	$22,300
BONUS	83	500	1,226	1,080	1,835
TOTAL COMPENSATION	291	15,900	19,839	19,500	23,275
AGE	290	35	44	43	53
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	290	4	12	9	16
YEARS IN POSITION	286	2	5	4	6
REPORTING LEVEL	282	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	255	2	13	3	5
ASSET SIZE (MILLIONS)	291	$115.6	$154.5	$144.5	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$24,471	$22,000	$29,000
BONUS	18	698	2,283	1,550	2,200
TOTAL COMPENSATION	43	16,661	25,426	22,000	30,000
AGE	43	32	43	40	55
YEARS OF EDUCATION	43	16	16	16	17
YEARS WITH PRESENT BANK	43	3	9	7	12
YEARS IN POSITION	42	2	4	3	6
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	31	1	10	2	4
ASSET SIZE (MILLIONS)	43	$124.0	$163.1	$165.0	$190.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,640	$18,282	$17,800	$21,600
BONUS	44	695	1,549	1,486	2,000
TOTAL COMPENSATION	121	15,000	18,845	18,500	22,575
AGE	119	37	46	46	55
YEARS OF EDUCATION	119	12	14	14	16
YEARS WITH PRESENT BANK	119	6	13	10	18
YEARS IN POSITION	119	2	5	4	7
REPORTING LEVEL	118	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	91	2	12	5	11
ASSET SIZE (MILLIONS)	121	$119.3	$158.2	$150.0	$194.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	50	$10,980	$14,597	$13,300	$16,550
BONUS	13	300	646	587	825
TOTAL COMPENSATION	50	11,438	14,765	13,400	16,738
AGE	50	32	39	37	45
YEARS OF EDUCATION	49	12	15	16	16
YEARS WITH PRESENT BANK	50	3	8	7	11
YEARS IN POSITION	49	2	3	2	3
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	29	1	13	3	5
ASSET SIZE (MILLIONS)	50	$115.0	$150.4	$135.2	$178.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	263	$27,500	$32,515	$32,000	$36,500
BONUS	105	1,319	2,835	2,500	3,700
TOTAL COMPENSATION	263	28,000	33,647	32,911	38,000
AGE	262	40	47	46	53
YEARS OF EDUCATION	257	16	17	16	19
YEARS WITH PRESENT BANK	261	5	11	9	15
YEARS IN POSITION	253	3	6	5	9
REPORTING LEVEL	255	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	257	5	10	7	13
ASSET SIZE (MILLIONS)	263	$118.0	$154.6	$145.7	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	206	$13,624	$17,684	$17,140	$20,925
BONUS	66	565	1,275	1,079	1,790
TOTAL COMPENSATION	206	13,965	18,092	17,160	21,220
AGE	205	33	41	40	49
YEARS OF EDUCATION	202	12	14	14	16
YEARS WITH PRESENT BANK	205	5	11	9	15
YEARS IN POSITION	199	2	5	4	7
REPORTING LEVEL	197	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	3	5	5	7
ASSET SIZE (MILLIONS)	206	$119.5	$156.0	$147.9	$188.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $250 TO $499 MILLION

Of the 3,203 banks submitting data for the national survey results, 106 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	103	$69,000	$80,952	$80,000	$91,500
BONUS	38	6,875	14,870	13,750	20,000
TOTAL COMPENSATION	103	70,003	86,438	84,300	100,000
AGE	100	49	55	56	60
YEARS OF EDUCATION	96	16	16	16	17
YEARS WITH PRESENT BANK	101	7	18	16	29
YEARS IN POSITION	102	3	8	5	10
REPORTING LEVEL	103	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	97	269	380	388	499
ASSET SIZE (MILLIONS)	103	$288.6	$356.5	$352.6	$420.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$48,500	$56,921	$55,000	$65,000
BONUS	30	6,225	11,447	9,950	13,531
TOTAL COMPENSATION	87	49,701	60,869	59,000	70,000
AGE	85	43	49	49	55
YEARS OF EDUCATION	82	16	16	16	16
YEARS WITH PRESENT BANK	86	6	16	14	25
YEARS IN POSITION	85	2	5	3	7
REPORTING LEVEL	85	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	80	54	254	262	386
ASSET SIZE (MILLIONS)	87	$288.6	$356.4	$351.0	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,350	$40,402	$40,000	$47,201
BONUS	18	1,975	6,488	5,400	9,500
TOTAL COMPENSATION	48	34,600	42,835	42,000	47,517
AGE	48	39	47	45	54
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	7	16	15	25
YEARS IN POSITION	48	2	5	4	6
REPORTING LEVEL	45	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	20	91	63	127
ASSET SIZE (MILLIONS)	48	$276.7	$349.9	$340.2	$417.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$16,316	$20,767	$20,000	$24,100
BONUS	10	450	3,273	1,550	5,112
TOTAL COMPENSATION	35	16,316	21,702	20,000	24,500
AGE	34	31	41	37	48
YEARS OF EDUCATION	34	16	16	16	16
YEARS WITH PRESENT BANK	34	6	11	9	14
YEARS IN POSITION	35	3	6	4	8
REPORTING LEVEL	34	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	24	1	2	2	3
ASSET SIZE (MILLIONS)	35	$326.5	$383.6	$390.0	$442.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	68	$26,052	$31,969	$31,450	$38,674
BONUS	27	2,000	4,554	4,000	6,000
TOTAL COMPENSATION	68	26,052	33,777	33,326	40,000
AGE	67	35	43	42	50
YEARS OF EDUCATION	65	16	16	16	17
YEARS WITH PRESENT BANK	68	7	13	11	16
YEARS IN POSITION	68	3	5	5	7
REPORTING LEVEL	66	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	61	2	6	4	9
ASSET SIZE (MILLIONS)	68	$292.9	$354.5	$345.4	$419.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$18,476	$25,160	$25,250	$30,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	19,625	27,060	26,500	32,400
AGE	9	33	41	37	50
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	3	8	7	12
YEARS IN POSITION	10	3	6	5	7
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	6	5	8
ASSET SIZE (MILLIONS)	10	$332.2	$393.0	$379.3	$464.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	66	$26,375	$31,972	$30,800	$37,000
BONUS	22	1,744	3,707	3,447	5,150
TOTAL COMPENSATION	66	27,375	33,207	31,348	38,125
AGE	64	38	45	45	51
YEARS OF EDUCATION	61	13	15	16	16
YEARS WITH PRESENT BANK	65	6	16	15	23
YEARS IN POSITION	65	2	4	3	6
REPORTING LEVEL	63	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	93	169	156	250
ASSET SIZE (MILLIONS)	66	$295.5	$365.7	$368.5	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$21,533	$26,099	$24,650	$30,000
BONUS	12	1,000	2,369	1,516	4,150
TOTAL COMPENSATION	42	21,533	26,776	25,400	31,065
AGE	40	41	47	48	53
YEARS OF EDUCATION	39	12	14	16	16
YEARS WITH PRESENT BANK	41	8	17	16	25
YEARS IN POSITION	41	3	7	5	10
REPORTING LEVEL	40	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	18	34	30	41
ASSET SIZE (MILLIONS)	42	$291.0	$361.3	$363.5	$425.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$18,200	$21,255	$20,350	$22,973
BONUS	20	838	2,322	1,350	3,600
TOTAL COMPENSATION	80	18,725	21,836	20,500	24,000
AGE	78	35	42	40	47
YEARS OF EDUCATION	76	12	14	14	16
YEARS WITH PRESENT BANK	79	8	15	12	21
YEARS IN POSITION	79	2	5	4	7
REPORTING LEVEL	77	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	79	11	16	15	18
ASSET SIZE (MILLIONS)	80	$287.1	$356.6	$352.2	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	76	$14,312	$16,778	$16,025	$18,000
BONUS	19	600	1,587	1,500	2,300
TOTAL COMPENSATION	76	14,525	17,175	16,350	18,357
AGE	74	33	39	37	44
YEARS OF EDUCATION	72	12	14	14	16
YEARS WITH PRESENT BANK	75	6	13	10	17
YEARS IN POSITION	75	3	4	3	5
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	75	5	7	7	8
ASSET SIZE (MILLIONS)	76	$292.1	$362.2	$366.0	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,900	$29,351	$27,900	$32,150
BONUS	16	813	4,797	2,400	6,000
TOTAL COMPENSATION	37	25,164	31,425	29,000	34,000
AGE	35	38	47	46	55
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	36	5	12	11	17
YEARS IN POSITION	37	2	5	4	9
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	29	1	3	2	5
ASSET SIZE (MILLIONS)	37	$284.4	$353.9	$360.0	$407.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$17,575	$21,331	$20,450	$25,000
BONUS	11	413	1,888	652	1,697
TOTAL COMPENSATION	42	17,575	21,825	20,699	25,000
AGE	41	36	47	47	57
YEARS OF EDUCATION	40	13	15	16	16
YEARS WITH PRESENT BANK	41	6	13	9	19
YEARS IN POSITION	41	3	5	4	7
REPORTING LEVEL	41	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	16	1	1	1	1
ASSET SIZE (MILLIONS)	42	$300.0	$373.6	$383.1	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$16,800	$20,705	$20,000	$25,000
BONUS	13	483	1,569	1,115	2,150
TOTAL COMPENSATION	61	17,400	21,039	20,000	25,100
AGE	60	31	42	38	51
YEARS OF EDUCATION	59	16	15	16	16
YEARS WITH PRESENT BANK	61	3	9	7	14
YEARS IN POSITION	61	2	4	3	6
REPORTING LEVEL	61	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	57	5	7	7	9
ASSET SIZE (MILLIONS)	61	$283.4	$347.8	$333.2	$404.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$30,000	$35,801	$36,000	$40,000
BONUS	33	1,888	4,643	3,800	5,651
TOTAL COMPENSATION	83	31,000	37,647	37,620	43,000
AGE	82	38	45	43	53
YEARS OF EDUCATION	81	16	16	16	17
YEARS WITH PRESENT BANK	83	8	15	12	18
YEARS IN POSITION	83	2	5	4	7
REPORTING LEVEL	83	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	77	7	20	13	25
ASSET SIZE (MILLIONS)	83	$291.0	$359.7	$360.0	$421.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	92	$21,500	$25,014	$25,000	$28,425
BONUS	24	1,035	2,565	1,737	2,895
TOTAL COMPENSATION	92	21,914	25,683	25,000	29,338
AGE	90	34	40	39	45
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	91	5	11	8	15
YEARS IN POSITION	91	2	4	4	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	3	5
ASSET SIZE (MILLIONS)	92	$289.2	$356.5	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$14,400	$17,438	$16,600	$19,400
BONUS	13	735	1,807	1,000	2,500
TOTAL COMPENSATION	61	14,650	17,823	16,700	19,900
AGE	61	29	32	31	35
YEARS OF EDUCATION	59	15	15	16	16
YEARS WITH PRESENT BANK	61	4	6	6	8
YEARS IN POSITION	61	1	2	2	3
REPORTING LEVEL	61	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	17	1	2	1	2
ASSET SIZE (MILLIONS)	61	$299.0	$362.2	$360.0	$421.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$25,000	$29,274	$28,124	$34,250
BONUS	11	1,500	4,874	3,700	6,000
TOTAL COMPENSATION	32	25,225	30,949	29,550	36,450
AGE	31	35	46	44	58
YEARS OF EDUCATION	31	13	15	16	16
YEARS WITH PRESENT BANK	32	7	17	14	24
YEARS IN POSITION	32	3	6	4	8
REPORTING LEVEL	32	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	3	5
ASSET SIZE (MILLIONS)	32	$298.6	$361.7	$359.0	$421.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	69	$25,050	$30,409	$30,000	$35,000
BONUS	18	1,600	3,111	3,250	4,275
TOTAL COMPENSATION	69	25,750	31,220	30,200	36,400
AGE	67	36	42	42	46
YEARS OF EDUCATION	65	13	15	15	16
YEARS WITH PRESENT BANK	68	4	10	9	16
YEARS IN POSITION	67	2	5	4	7
REPORTING LEVEL	66	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	64	19	48	35	69
ASSET SIZE (MILLIONS)	69	$294.1	$365.3	$367.0	$425.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$30,900	$38,233	$37,492	$44,000
BONUS	32	2,077	6,471	3,850	9,600
TOTAL COMPENSATION	87	32,000	40,613	38,000	48,738
AGE	85	38	45	45	53
YEARS OF EDUCATION	82	16	16	16	18
YEARS WITH PRESENT BANK	86	6	13	9	18
YEARS IN POSITION	86	2	6	6	8
REPORTING LEVEL	85	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	8	53	15	40
ASSET SIZE (MILLIONS)	87	$298.1	$363.1	$365.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$12,600	$15,682	$15,100	$18,000
BONUS	12	322	1,369	739	1,550
TOTAL COMPENSATION	75	12,600	15,901	15,100	18,400
AGE	74	32	38	35	44
YEARS OF EDUCATION	72	12	14	13	16
YEARS WITH PRESENT BANK	75	4	8	7	10
YEARS IN POSITION	75	2	4	2	5
REPORTING LEVEL	73	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	69	3	7	5	10
ASSET SIZE (MILLIONS)	75	$293.0	$362.5	$360.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$23,800	$27,564	$27,550	$31,000
BONUS	28	1,058	3,030	2,243	4,650
TOTAL COMPENSATION	86	24,350	28,550	28,053	32,000
AGE	83	39	47	48	55
YEARS OF EDUCATION	81	13	14	14	16
YEARS WITH PRESENT BANK	84	7	13	11	16
YEARS IN POSITION	84	2	6	4	8
REPORTING LEVEL	82	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	80	11	24	20	33
ASSET SIZE (MILLIONS)	86	$288.1	$357.5	$360.0	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$14,211	$17,402	$16,875	$20,075
BONUS	17	825	1,656	1,500	2,031
TOTAL COMPENSATION	86	14,288	17,729	17,000	20,370
AGE	85	33	40	38	45
YEARS OF EDUCATION	83	12	14	13	16
YEARS WITH PRESENT BANK	86	6	11	9	13
YEARS IN POSITION	85	2	5	4	6
REPORTING LEVEL	84	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	56	3	11	7	15
ASSET SIZE (MILLIONS)	86	$286.2	$355.6	$356.3	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	89	$21,000	$24,595	$24,000	$27,450
BONUS	24	1,500	2,598	2,185	3,650
TOTAL COMPENSATION	89	21,620	25,296	24,500	28,400
AGE	87	34	41	39	46
YEARS OF EDUCATION	86	14	15	16	16
YEARS WITH PRESENT BANK	88	3	11	9	17
YEARS IN POSITION	88	2	6	4	9
REPORTING LEVEL	85	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	86	4	7	6	8
ASSET SIZE (MILLIONS)	89	$287.6	$356.7	$358.0	$421.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$22,450	$31,463	$28,800	$41,550
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	22,968	34,335	28,800	45,450
AGE	13	37	47	45	57
YEARS OF EDUCATION	12	16	16	16	16
YEARS WITH PRESENT BANK	13	6	10	9	15
YEARS IN POSITION	13	2	5	4	8
REPORTING LEVEL	13	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	10	3	10	6	18
ASSET SIZE (MILLIONS)	13	$352.2	$405.5	$421.3	$466.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$18,000	$23,844	$23,000	$27,000
BONUS	10	607	1,629	1,500	1,943
TOTAL COMPENSATION	52	18,079	24,157	23,000	28,375
AGE	50	34	43	39	51
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	51	3	9	6	11
YEARS IN POSITION	51	2	4	2	5
REPORTING LEVEL	50	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	2	8	4	10
ASSET SIZE (MILLIONS)	52	$300.0	$363.6	$360.0	$427.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	74	$23,000	$28,637	$26,375	$34,563
BONUS	23	1,000	2,817	1,911	2,750
TOTAL COMPENSATION	74	24,133	29,513	27,700	34,563
AGE	72	35	42	41	48
YEARS OF EDUCATION	71	16	16	16	16
YEARS WITH PRESENT BANK	73	4	9	9	13
YEARS IN POSITION	73	2	5	3	6
REPORTING LEVEL	72	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	69	2	7	3	6
ASSET SIZE (MILLIONS)	74	$290.4	$354.0	$349.1	$416.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$24,791	$28,995	$28,260	$32,650
BONUS	27	1,188	3,444	2,000	4,800
TOTAL COMPENSATION	80	25,070	30,158	28,794	34,075
AGE	80	39	46	45	53
YEARS OF EDUCATION	77	13	15	16	16
YEARS WITH PRESENT BANK	80	5	14	13	20
YEARS IN POSITION	80	2	5	4	6
REPORTING LEVEL	79	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	75	5	10	7	12
ASSET SIZE (MILLIONS)	80	$289.2	$356.8	$356.3	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$17,342	$20,919	$20,646	$23,000
BONUS	20	525	2,177	1,260	3,241
TOTAL COMPENSATION	72	17,540	21,524	20,646	24,450
AGE	72	33	40	38	45
YEARS OF EDUCATION	69	12	14	15	16
YEARS WITH PRESENT BANK	72	5	13	10	18
YEARS IN POSITION	71	3	5	4	6
REPORTING LEVEL	70	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	2	6	4	7
ASSET SIZE (MILLIONS)	72	$284.2	$360.7	$362.5	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$12,500	$14,704	$14,500	$16,425
BONUS	6	371	1,055	550	1,950
TOTAL COMPENSATION	44	12,500	14,848	14,813	16,500
AGE	44	28	37	32	40
YEARS OF EDUCATION	42	12	14	14	16
YEARS WITH PRESENT BANK	44	4	7	7	8
YEARS IN POSITION	44	2	3	2	3
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	20	1	3	3	5
ASSET SIZE (MILLIONS)	44	$294.7	$364.6	$366.4	$424.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$10,600	$13,798	$13,500	$16,200
BONUS	10	450	1,059	753	1,701
TOTAL COMPENSATION	47	10,800	14,023	13,600	16,380
AGE	45	36	48	51	58
YEARS OF EDUCATION	44	12	13	12	14
YEARS WITH PRESENT BANK	47	7	17	13	23
YEARS IN POSITION	47	3	5	4	7
REPORTING LEVEL	46	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	26	3	9	7	12
ASSET SIZE (MILLIONS)	47	$286.7	$356.2	$346.5	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$9,975	$11,486	$11,100	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	10,375	11,604	11,350	12,000
AGE	9	26	32	33	38
YEARS OF EDUCATION	9	17	17	17	18
YEARS WITH PRESENT BANK	10	1	2	2	2
YEARS IN POSITION	8	1	2	2	2
REPORTING LEVEL	11	6	5	5	3
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	14	$296.3	$373.8	$376.5	$428.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$9,600	$10,855	$10,800	$11,630
BONUS	9	255	700	479	770
TOTAL COMPENSATION	61	9,637	10,958	10,800	11,994
AGE	54	24	26	25	27
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	56	1	2	2	2
YEARS IN POSITION	55	1	2	2	2
REPORTING LEVEL	52	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	61	$295.5	$354.8	$344.3	$414.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$25,975	$32,874	$31,950	$38,120
BONUS	33	1,550	4,811	3,500	5,750
TOTAL COMPENSATION	88	26,874	34,679	32,632	40,250
AGE	85	38	44	42	50
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	9	16	14	23
YEARS IN POSITION	87	2	5	4	7
REPORTING LEVEL	86	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	52	97	80	130
ASSET SIZE (MILLIONS)	88	$285.4	$356.2	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$22,800	$26,699	$25,000	$34,100
BONUS	6	938	1,958	1,550	2,675
TOTAL COMPENSATION	19	22,800	27,317	25,000	34,200
AGE	18	37	44	44	51
YEARS OF EDUCATION	17	13	15	16	16
YEARS WITH PRESENT BANK	18	9	16	13	21
YEARS IN POSITION	18	3	5	4	6
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	10	24	19	38
ASSET SIZE (MILLIONS)	19	$285.0	$353.5	$358.0	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$13,400	$17,480	$16,900	$21,700
BONUS	5	400	1,030	750	1,800
TOTAL COMPENSATION	23	13,500	17,704	17,250	21,700
AGE	23	32	40	38	56
YEARS OF EDUCATION	22	12	14	14	16
YEARS WITH PRESENT BANK	23	5	12	9	12
YEARS IN POSITION	23	1	4	3	5
REPORTING LEVEL	22	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	7	5	6	6	8
ASSET SIZE (MILLIONS)	23	$298.1	$362.1	$360.0	$415.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	98	$21,000	$24,928	$24,804	$27,500
BONUS	29	1,500	2,581	2,000	4,000
TOTAL COMPENSATION	98	21,000	25,692	25,000	29,050
AGE	96	35	43	42	50
YEARS OF EDUCATION	94	14	16	16	17
YEARS WITH PRESENT BANK	97	4	12	8	16
YEARS IN POSITION	97	2	5	4	8
REPORTING LEVEL	96	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	95	3	16	6	8
ASSET SIZE (MILLIONS)	98	$291.6	$359.5	$359.0	$422.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$15,522	$21,123	$21,999	$25,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	19	15,522	21,850	23,709	25,000
AGE	19	36	42	38	49
YEARS OF EDUCATION	19	13	15	16	16
YEARS WITH PRESENT BANK	19	8	15	11	18
YEARS IN POSITION	19	3	7	5	8
REPORTING LEVEL	19	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	3	5
ASSET SIZE (MILLIONS)	19	$288.6	$357.4	$344.3	$447.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$16,875	$20,473	$20,300	$24,500
BONUS	14	1,075	2,395	1,858	3,400
TOTAL COMPENSATION	62	16,875	21,014	20,450	25,663
AGE	61	40	49	51	57
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	5	13	9	17
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	2	11	5	12
ASSET SIZE (MILLIONS)	62	$289.9	$363.5	$369.5	$429.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$12,499	$16,985	$17,212	$20,000
BONUS	5	393	1,960	2,500	3,257
TOTAL COMPENSATION	35	12,499	17,265	17,500	20,000
AGE	35	31	39	37	48
YEARS OF EDUCATION	34	13	15	16	17
YEARS WITH PRESENT BANK	35	3	8	6	13
YEARS IN POSITION	35	2	4	3	5
REPORTING LEVEL	33	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	17	1	4	2	5
ASSET SIZE (MILLIONS)	35	$291.8	$355.2	$344.3	$400.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$32,084	$38,339	$38,000	$43,000
BONUS	30	2,422	5,209	4,350	7,050
TOTAL COMPENSATION	91	34,000	40,056	39,800	45,300
AGE	88	43	49	50	55
YEARS OF EDUCATION	88	16	17	17	19
YEARS WITH PRESENT BANK	90	8	15	15	20
YEARS IN POSITION	90	3	7	6	9
REPORTING LEVEL	88	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	87	12	22	19	30
ASSET SIZE (MILLIONS)	91	$286.7	$356.5	$351.8	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	81	$16,100	$20,019	$19,080	$23,100
BONUS	18	938	1,821	1,500	2,925
TOTAL COMPENSATION	81	16,250	20,423	20,000	23,880
AGE	79	35	42	39	50
YEARS OF EDUCATION	79	12	14	14	16
YEARS WITH PRESENT BANK	80	5	11	10	15
YEARS IN POSITION	80	2	5	4	7
REPORTING LEVEL	79	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	74	5	10	9	14
ASSET SIZE (MILLIONS)	81	$289.8	$360.5	$360.0	$423.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $500 TO $999 MILLION

Of the 3,203 banks submitting data for the national survey results, 54 banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$83,063	$103,346	$99,250	$124,375
BONUS	21	9,378	21,964	17,300	24,626
TOTAL COMPENSATION	52	86,635	112,216	103,300	130,000
AGE	52	49	55	56	60
YEARS OF EDUCATION	48	16	17	16	18
YEARS WITH PRESENT BANK	52	11	22	25	32
YEARS IN POSITION	52	4	8	6	11
REPORTING LEVEL	52	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	50	544	709	708	867
ASSET SIZE (MILLIONS)	52	$542.0	$649.2	$635.8	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$54,000	$64,105	$63,000	$74,500
BONUS	20	3,601	11,566	9,132	18,308
TOTAL COMPENSATION	47	54,000	69,027	63,969	81,000
AGE	47	42	51	53	57
YEARS OF EDUCATION	44	16	17	16	18
YEARS WITH PRESENT BANK	47	11	20	21	30
YEARS IN POSITION	47	3	6	5	8
REPORTING LEVEL	45	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	153	461	464	749
ASSET SIZE (MILLIONS)	47	$542.0	$647.7	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$40,000	$47,990	$44,000	$51,500
BONUS	8	1,928	7,242	3,468	16,385
TOTAL COMPENSATION	19	40,550	51,039	47,070	56,000
AGE	19	41	50	50	55
YEARS OF EDUCATION	18	16	16	16	16
YEARS WITH PRESENT BANK	19	7	18	16	28
YEARS IN POSITION	19	2	5	3	6
REPORTING LEVEL	19	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	18	37	217	98	260
ASSET SIZE (MILLIONS)	19	$540.8	$655.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$19,000	$23,017	$21,300	$26,250
BONUS	6	709	1,304	1,390	1,845
TOTAL COMPENSATION	27	19,000	23,306	21,487	26,250
AGE	27	34	45	42	56
YEARS OF EDUCATION	26	13	15	16	16
YEARS WITH PRESENT BANK	27	3	9	6	15
YEARS IN POSITION	26	2	5	3	7
REPORTING LEVEL	27	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	22	1	3	2	4
ASSET SIZE (MILLIONS)	27	$544.5	$668.3	$625.0	$825.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$30,875	$39,329	$38,417	$45,000
BONUS	13	1,250	4,958	3,000	6,580
TOTAL COMPENSATION	40	32,125	40,940	39,000	47,684
AGE	40	39	47	47	52
YEARS OF EDUCATION	38	16	16	16	18
YEARS WITH PRESENT BANK	40	7	16	14	22
YEARS IN POSITION	40	3	6	5	9
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	37	3	38	7	20
ASSET SIZE (MILLIONS)	40	$541.1	$647.9	$621.7	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$24,000	$29,907	$28,000	$35,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	24,000	30,268	28,000	35,000
AGE	15	36	43	42	50
YEARS OF EDUCATION	15	12	15	16	16
YEARS WITH PRESENT BANK	15	10	15	11	22
YEARS IN POSITION	15	4	6	6	8
REPORTING LEVEL	15	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	14	3	5	5	6
ASSET SIZE (MILLIONS)	15	$542.3	$676.0	$671.9	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$29,475	$35,681	$34,750	$39,000
BONUS	14	1,306	5,833	1,981	13,011
TOTAL COMPENSATION	42	29,875	37,626	35,785	40,125
AGE	42	42	48	48	54
YEARS OF EDUCATION	40	12	14	15	16
YEARS WITH PRESENT BANK	42	9	19	17	26
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	40	160	264	227	360
ASSET SIZE (MILLIONS)	42	$540.0	$647.6	$584.7	$752.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$20,850	$26,544	$25,875	$30,875
BONUS	5	775	1,116	800	1,616
TOTAL COMPENSATION	30	20,850	26,730	25,875	31,475
AGE	30	37	43	43	49
YEARS OF EDUCATION	28	14	15	16	16
YEARS WITH PRESENT BANK	29	11	17	18	23
YEARS IN POSITION	30	2	5	4	6
REPORTING LEVEL	28	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	21	32	30	35
ASSET SIZE (MILLIONS)	30	$536.9	$641.1	$629.3	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$17,685	$20,822	$20,374	$23,300
BONUS	12	724	2,685	818	2,666
TOTAL COMPENSATION	43	18,000	21,572	20,800	23,430
AGE	43	35	41	39	46
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	43	8	16	14	22
YEARS IN POSITION	43	3	5	4	5
REPORTING LEVEL	41	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	41	11	15	13	18
ASSET SIZE (MILLIONS)	43	$540.8	$653.8	$633.6	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,109	$16,952	$16,606	$18,518
BONUS	11	541	986	711	1,260
TOTAL COMPENSATION	46	15,273	17,188	16,912	18,579
AGE	46	34	41	39	46
YEARS OF EDUCATION	43	12	14	13	16
YEARS WITH PRESENT BANK	46	8	13	11	17
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	44	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	44	6	7	8	8
ASSET SIZE (MILLIONS)	46	$540.0	$646.0	$615.2	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$21,400	$30,829	$27,350	$32,621
BONUS	7	800	1,687	1,452	2,752
TOTAL COMPENSATION	31	21,674	31,210	27,500	32,621
AGE	31	36	45	41	52
YEARS OF EDUCATION	31	12	15	16	16
YEARS WITH PRESENT BANK	31	7	15	13	22
YEARS IN POSITION	31	2	5	4	7
REPORTING LEVEL	31	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	4	7
ASSET SIZE (MILLIONS)	31	$542.0	$647.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$17,500	$20,722	$20,845	$23,530
BONUS	6	789	1,757	1,781	2,516
TOTAL COMPENSATION	28	18,115	21,098	21,650	23,772
AGE	28	34	43	45	51
YEARS OF EDUCATION	28	12	15	16	16
YEARS WITH PRESENT BANK	28	4	11	10	15
YEARS IN POSITION	28	2	5	3	8
REPORTING LEVEL	27	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	1	3	1	2
ASSET SIZE (MILLIONS)	28	$538.5	$664.6	$639.5	$781.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,888	$23,466	$20,000	$23,750
BONUS	9	870	1,576	1,000	2,189
TOTAL COMPENSATION	40	18,000	23,821	20,490	23,750
AGE	40	34	40	38	47
YEARS OF EDUCATION	37	15	15	16	16
YEARS WITH PRESENT BANK	40	5	10	8	12
YEARS IN POSITION	40	2	3	3	4
REPORTING LEVEL	38	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	5	35	12	17
ASSET SIZE (MILLIONS)	40	$541.1	$653.5	$639.5	$733.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$32,800	$38,611	$38,500	$42,500
BONUS	12	1,588	5,069	4,076	7,375
TOTAL COMPENSATION	47	33,249	39,905	39,300	44,793
AGE	47	39	45	44	49
YEARS OF EDUCATION	44	14	16	16	16
YEARS WITH PRESENT BANK	47	6	15	15	19
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	45	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	44	11	27	17	30
ASSET SIZE (MILLIONS)	47	$542.0	$647.4	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$21,822	$26,998	$26,500	$31,225
BONUS	9	1,135	2,036	1,675	2,805
TOTAL COMPENSATION	49	23,172	27,372	27,000	31,750
AGE	49	35	41	39	47
YEARS OF EDUCATION	45	15	16	16	17
YEARS WITH PRESENT BANK	49	7	13	12	16
YEARS IN POSITION	49	3	5	5	7
REPORTING LEVEL	47	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	25	1	3	2	5
ASSET SIZE (MILLIONS)	49	$541.4	$642.4	$633.6	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$18,192	$18,300	$19,600
BONUS	7	800	1,186	916	2,016
TOTAL COMPENSATION	43	16,100	18,386	18,300	20,000
AGE	43	30	33	33	34
YEARS OF EDUCATION	41	16	16	16	17
YEARS WITH PRESENT BANK	43	4	7	7	10
YEARS IN POSITION	43	2	3	2	3
REPORTING LEVEL	41	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	12	1	3	1	5
ASSET SIZE (MILLIONS)	43	$542.3	$644.8	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$26,925	$34,649	$35,000	$41,475
BONUS	7	1,000	4,949	3,920	9,925
TOTAL COMPENSATION	24	27,000	36,092	35,000	41,875
AGE	24	39	48	46	58
YEARS OF EDUCATION	22	14	15	16	16
YEARS WITH PRESENT BANK	24	9	19	17	28
YEARS IN POSITION	24	2	6	5	8
REPORTING LEVEL	24	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	21	4	8	5	9
ASSET SIZE (MILLIONS)	24	$550.6	$669.9	$644.5	$743.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$30,350	$35,158	$34,000	$39,800
BONUS	15	1,409	4,254	2,290	4,640
TOTAL COMPENSATION	41	30,900	36,714	35,000	42,000
AGE	41	41	45	45	50
YEARS OF EDUCATION	39	13	15	16	16
YEARS WITH PRESENT BANK	41	7	13	12	16
YEARS IN POSITION	41	3	6	5	10
REPORTING LEVEL	40	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	37	74	71	100
ASSET SIZE (MILLIONS)	41	$542.3	$658.8	$638.0	$741.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$31,688	$41,138	$38,400	$46,250
BONUS	18	1,775	5,136	2,953	8,625
TOTAL COMPENSATION	49	32,250	43,025	41,000	52,603
AGE	49	39	46	46	53
YEARS OF EDUCATION	46	16	16	16	18
YEARS WITH PRESENT BANK	49	8	16	13	23
YEARS IN POSITION	49	3	7	5	10
REPORTING LEVEL	48	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	45	16	94	25	41
ASSET SIZE (MILLIONS)	49	$542.1	$648.9	$638.0	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$14,000	$18,133	$17,000	$21,323
BONUS	8	411	855	618	1,347
TOTAL COMPENSATION	44	14,025	18,289	17,150	21,558
AGE	44	34	41	38	48
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	44	4	9	8	13
YEARS IN POSITION	44	2	4	2	5
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	41	7	13	11	17
ASSET SIZE (MILLIONS)	44	$542.3	$658.6	$639.5	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$24,796	$29,108	$29,600	$33,655
BONUS	13	1,178	3,612	2,200	5,240
TOTAL COMPENSATION	49	25,000	30,066	29,600	34,100
AGE	49	42	48	49	55
YEARS OF EDUCATION	46	13	14	14	16
YEARS WITH PRESENT BANK	49	10	17	16	24
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	47	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	46	19	35	36	50
ASSET SIZE (MILLIONS)	49	$541.4	$646.1	$633.6	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$15,500	$19,639	$18,000	$22,200
BONUS	9	710	1,258	800	1,850
TOTAL COMPENSATION	47	15,525	19,880	18,038	22,500
AGE	47	33	41	38	48
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	47	7	12	11	16
YEARS IN POSITION	46	2	5	4	7
REPORTING LEVEL	45	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	32	2	15	7	28
ASSET SIZE (MILLIONS)	47	$540.8	$644.1	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$23,674	$28,083	$27,500	$30,650
BONUS	13	959	2,388	1,388	3,955
TOTAL COMPENSATION	49	24,235	28,717	27,974	32,080
AGE	49	39	46	45	54
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	49	8	17	16	24
YEARS IN POSITION	49	3	9	7	12
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	7	10	10	14
ASSET SIZE (MILLIONS)	49	$542.1	$654.3	$638.0	$729.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$25,250	$31,848	$30,579	$39,750
BONUS	6	886	4,783	4,990	7,750
TOTAL COMPENSATION	21	25,250	33,215	30,800	42,490
AGE	21	33	45	45	55
YEARS OF EDUCATION	19	16	16	16	17
YEARS WITH PRESENT BANK	21	5	10	9	15
YEARS IN POSITION	21	2	5	4	9
REPORTING LEVEL	21	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	21	6	12	8	19
ASSET SIZE (MILLIONS)	21	$542.1	$687.5	$672.3	$826.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$18,235	$27,512	$24,750	$27,225
BONUS	6	1,009	5,582	2,006	9,300
TOTAL COMPENSATION	32	18,405	28,559	24,750	27,225
AGE	32	34	41	40	48
YEARS OF EDUCATION	30	14	15	16	16
YEARS WITH PRESENT BANK	32	3	11	10	17
YEARS IN POSITION	32	2	4	3	5
REPORTING LEVEL	30	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	26	2	10	3	10
ASSET SIZE (MILLIONS)	32	$541.1	$636.3	$582.7	$688.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$26,500	$32,193	$33,150	$37,900
BONUS	15	1,293	3,568	2,800	5,000
TOTAL COMPENSATION	43	27,500	33,437	35,499	39,500
AGE	43	40	46	45	54
YEARS OF EDUCATION	40	16	16	16	17
YEARS WITH PRESENT BANK	43	8	15	13	20
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	4	8	5	10
ASSET SIZE (MILLIONS)	43	$542.0	$650.0	$640.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$28,000	$33,531	$32,500	$38,400
BONUS	17	1,514	3,434	1,971	4,490
TOTAL COMPENSATION	47	28,500	34,773	34,329	39,583
AGE	47	39	47	46	53
YEARS OF EDUCATION	45	13	15	15	16
YEARS WITH PRESENT BANK	47	9	16	14	22
YEARS IN POSITION	47	2	6	5	9
REPORTING LEVEL	45	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	44	8	16	13	22
ASSET SIZE (MILLIONS)	47	$542.0	$650.9	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$18,034	$22,365	$21,600	$26,250
BONUS	10	853	1,552	1,308	2,083
TOTAL COMPENSATION	46	18,938	22,702	21,950	26,250
AGE	46	36	44	43	51
YEARS OF EDUCATION	44	13	15	16	16
YEARS WITH PRESENT BANK	46	9	15	13	22
YEARS IN POSITION	44	3	6	4	8
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	30	2	5	4	6
ASSET SIZE (MILLIONS)	46	$541.7	$641.8	$629.3	$691.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,025	$16,456	$16,213	$18,225
BONUS	7	725	1,092	886	1,420
TOTAL COMPENSATION	36	14,025	16,668	16,607	18,525
AGE	36	30	36	32	42
YEARS OF EDUCATION	34	12	14	16	16
YEARS WITH PRESENT BANK	36	4	9	8	13
YEARS IN POSITION	36	2	3	3	4
REPORTING LEVEL	34	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	15	1	6	5	6
ASSET SIZE (MILLIONS)	36	$545.1	$652.9	$639.5	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$11,963	$14,526	$14,000	$15,900
BONUS	5	707	1,493	1,200	2,425
TOTAL COMPENSATION	25	12,082	14,825	14,000	16,293
AGE	25	32	43	43	50
YEARS OF EDUCATION	24	12	13	12	14
YEARS WITH PRESENT BANK	25	9	14	11	21
YEARS IN POSITION	25	3	4	4	7
REPORTING LEVEL	25	5	5	5	5
TOTAL EMPLOYEES SUPERVISED	10	4	12	9	11
ASSET SIZE (MILLIONS)	25	$539.6	$659.7	$633.6	$748.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$11,850	$13,561	$12,708	$15,411
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	12,000	13,654	12,708	15,411
AGE	12	26	28	27	30
YEARS OF EDUCATION	13	17	18	18	18
YEARS WITH PRESENT BANK	12	2	3	2	3
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	14	$545.7	$691.0	$672.8	$761.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$9,636	$10,509	$10,500	$11,000
BONUS	6	170	484	403	733
TOTAL COMPENSATION	39	9,636	10,583	10,500	11,500
AGE	36	24	26	24	27
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	37	2	3	2	3
YEARS IN POSITION	35	1	2	2	2
REPORTING LEVEL	35	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	39	$542.0	$653.2	$641.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$31,404	$37,583	$37,000	$42,200
BONUS	17	1,638	4,792	2,099	8,700
TOTAL COMPENSATION	45	32,500	39,394	40,500	45,000
AGE	45	41	47	48	54
YEARS OF EDUCATION	42	13	15	16	16
YEARS WITH PRESENT BANK	45	12	19	17	30
YEARS IN POSITION	44	3	5	4	7
REPORTING LEVEL	43	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	42	104	215	161	226
ASSET SIZE (MILLIONS)	45	$541.4	$642.0	$638.0	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$21,700	$32,297	$31,500	$41,500
BONUS	5	4,900	8,619	8,500	12,399
TOTAL COMPENSATION	15	23,800	35,170	35,000	43,938
AGE	15	37	46	49	53
YEARS OF EDUCATION	14	12	15	16	16
YEARS WITH PRESENT BANK	15	10	14	14	17
YEARS IN POSITION	15	2	4	3	5
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	14	12	112	24	241
ASSET SIZE (MILLIONS)	15	$542.3	$669.4	$641.0	$828.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$14,263	$17,390	$16,550	$19,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	14,459	17,672	16,736	19,000
AGE	16	32	38	37	47
YEARS OF EDUCATION	15	12	14	14	16
YEARS WITH PRESENT BANK	15	7	13	10	19
YEARS IN POSITION	16	2	4	3	5
REPORTING LEVEL	15	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	5	47	10	12
ASSET SIZE (MILLIONS)	16	$545.9	$693.4	$659.0	$833.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$24,583	$29,710	$29,750	$33,875
BONUS	18	1,369	3,851	2,551	6,425
TOTAL COMPENSATION	52	24,927	31,043	29,750	35,000
AGE	52	38	47	46	57
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	6	14	11	21
YEARS IN POSITION	52	3	7	5	10
REPORTING LEVEL	50	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	7	12	11	16
ASSET SIZE (MILLIONS)	52	$542.0	$644.5	$629.3	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$16,925	$23,232	$25,000	$27,650
BONUS	9	745	2,413	1,151	2,545
TOTAL COMPENSATION	24	17,983	24,137	25,000	27,950
AGE	24	33	40	38	45
YEARS OF EDUCATION	23	16	16	16	17
YEARS WITH PRESENT BANK	24	5	12	9	16
YEARS IN POSITION	24	2	6	4	7
REPORTING LEVEL	24	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	18	2	5	4	6
ASSET SIZE (MILLIONS)	24	$575.4	$696.1	$672.8	$813.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$17,500	$21,549	$21,900	$26,000
BONUS	12	660	2,022	863	3,038
TOTAL COMPENSATION	47	17,500	22,065	21,900	26,400
AGE	47	42	50	50	58
YEARS OF EDUCATION	45	12	14	13	16
YEARS WITH PRESENT BANK	47	8	14	12	17
YEARS IN POSITION	46	3	6	5	8
REPORTING LEVEL	44	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	33	3	16	8	22
ASSET SIZE (MILLIONS)	47	$542.3	$659.4	$648.0	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$14,000	$18,203	$16,500	$22,000
BONUS	6	800	1,444	1,072	2,130
TOTAL COMPENSATION	31	14,040	18,482	16,500	23,500
AGE	30	31	39	35	49
YEARS OF EDUCATION	27	13	15	16	16
YEARS WITH PRESENT BANK	30	3	8	5	9
YEARS IN POSITION	29	2	3	3	3
REPORTING LEVEL	29	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	24	1	4	3	5
ASSET SIZE (MILLIONS)	31	$547.0	$665.2	$666.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$36,434	$44,215	$43,500	$50,500
BONUS	15	2,002	5,204	2,900	8,500
TOTAL COMPENSATION	43	37,000	46,030	44,500	53,500
AGE	43	45	51	49	57
YEARS OF EDUCATION	41	16	17	18	19
YEARS WITH PRESENT BANK	43	7	16	15	23
YEARS IN POSITION	43	4	8	6	10
REPORTING LEVEL	42	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	24	41	36	58
ASSET SIZE (MILLIONS)	43	$542.0	$652.4	$638.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$18,781	$22,921	$21,896	$25,850
BONUS	9	767	1,697	1,103	2,920
TOTAL COMPENSATION	45	19,100	23,260	22,000	26,950
AGE	45	34	41	38	48
YEARS OF EDUCATION	43	13	15	16	16
YEARS WITH PRESENT BANK	45	6	10	10	14
YEARS IN POSITION	45	2	5	5	9
REPORTING LEVEL	44	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	11	18	15	27
ASSET SIZE (MILLIONS)	45	$541.4	$647.0	$633.6	$709.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $1 BILLION AND OVER

Of the 3,203 banks submitting data for the national survey results, 78 banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	77	$98,750	$139,960	$130,000	$180,130
BONUS	44	9,250	40,579	30,000	51,975
TOTAL COMPENSATION	77	102,700	163,148	145,000	200,000
AGE	76	51	55	56	60
YEARS OF EDUCATION	73	16	16	16	18
YEARS WITH PRESENT BANK	76	7	20	21	32
YEARS IN POSITION	75	3	6	5	7
REPORTING LEVEL	77	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	74	820	2,689	1,609	3,525
ASSET SIZE (MILLIONS)	77	$1,303.9	$11,028.4	$2,400.0	$11,812.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$74,675	$100,395	$94,900	$127,343
BONUS	44	5,918	25,499	17,070	35,000
TOTAL COMPENSATION	70	75,000	116,423	106,017	135,125
AGE	68	47	51	51	56
YEARS OF EDUCATION	66	16	16	16	17
YEARS WITH PRESENT BANK	69	8	18	15	30
YEARS IN POSITION	68	2	4	4	5
REPORTING LEVEL	67	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	67	191	1,972	937	1,900
ASSET SIZE (MILLIONS)	70	$1,300.0	$10,396.0	$2,407.3	$11,656.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$47,015	$64,053	$60,000	$77,500
BONUS	23	5,000	12,992	11,700	15,500
TOTAL COMPENSATION	41	50,015	71,342	65,000	80,825
AGE	41	45	49	49	56
YEARS OF EDUCATION	39	15	16	16	17
YEARS WITH PRESENT BANK	41	12	19	18	29
YEARS IN POSITION	39	2	5	5	7
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	40	66	460	226	658
ASSET SIZE (MILLIONS)	41	$1,300.0	$8,805.4	$2,257.6	$4,600.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$21,062	$27,399	$25,000	$32,448
BONUS	5	1,322	6,570	2,716	13,746
TOTAL COMPENSATION	45	21,062	28,129	25,600	32,448
AGE	44	33	42	40	52
YEARS OF EDUCATION	42	16	16	16	17
YEARS WITH PRESENT BANK	45	4	9	8	12
YEARS IN POSITION	44	2	4	4	6
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	39	2	6	4	7
ASSET SIZE (MILLIONS)	45	$1,303.9	$4,250.3	$2,220.0	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$39,300	$52,468	$50,000	$59,158
BONUS	32	4,238	10,758	7,227	14,796
TOTAL COMPENSATION	53	42,625	58,964	51,332	68,100
AGE	50	37	45	45	53
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	52	7	15	12	23
YEARS IN POSITION	51	3	6	5	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	8	41	20	35
ASSET SIZE (MILLIONS)	53	$1,261.5	$5,012.7	$2,103.7	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	33	$24,690	$39,622	$33,900	$40,750
BONUS	8	2,075	12,174	5,834	17,000
TOTAL COMPENSATION	33	24,690	42,573	35,500	42,110
AGE	32	37	45	43	50
YEARS OF EDUCATION	31	14	16	16	18
YEARS WITH PRESENT BANK	33	6	11	8	15
YEARS IN POSITION	31	3	4	4	5
REPORTING LEVEL	32	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	27	5	30	9	22
ASSET SIZE (MILLIONS)	33	$1,261.5	$5,617.5	$2,305.2	$4,554.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,250	$43,710	$41,175	$51,775
BONUS	22	3,940	10,477	5,749	13,625
TOTAL COMPENSATION	48	33,250	48,512	43,950	55,375
AGE	47	41	47	46	52
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	11	20	17	30
YEARS IN POSITION	47	2	4	4	5
REPORTING LEVEL	44	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	43	272	984	546	928
ASSET SIZE (MILLIONS)	48	$1,300.6	$5,533.9	$2,262.6	$4,481.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$24,795	$29,696	$30,500	$34,400
BONUS	10	1,600	4,896	4,353	7,195
TOTAL COMPENSATION	41	24,795	30,890	30,500	35,954
AGE	39	41	46	47	52
YEARS OF EDUCATION	35	14	15	16	16
YEARS WITH PRESENT BANK	40	11	18	18	26
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	39	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	38	30	39	36	47
ASSET SIZE (MILLIONS)	41	$1,261.5	$4,674.0	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$19,725	$22,714	$21,750	$27,000
BONUS	15	1,216	2,610	1,850	3,606
TOTAL COMPENSATION	54	19,975	23,439	22,050	27,387
AGE	52	35	44	42	52
YEARS OF EDUCATION	50	13	15	15	16
YEARS WITH PRESENT BANK	53	10	17	13	23
YEARS IN POSITION	51	2	5	3	5
REPORTING LEVEL	52	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	50	10	16	15	20
ASSET SIZE (MILLIONS)	54	$1,280.7	$6,801.7	$2,071.8	$4,331.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$15,664	$18,364	$18,000	$20,765
BONUS	16	1,004	1,922	1,460	3,098
TOTAL COMPENSATION	53	16,395	18,945	18,150	20,840
AGE	51	33	41	41	48
YEARS OF EDUCATION	49	12	14	14	16
YEARS WITH PRESENT BANK	52	7	13	11	18
YEARS IN POSITION	50	2	3	3	5
REPORTING LEVEL	50	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	49	6	8	7	9
ASSET SIZE (MILLIONS)	53	$1,300.0	$8,392.2	$2,103.7	$4,454.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$28,413	$34,206	$32,682	$41,833
BONUS	8	1,177	3,525	3,000	5,911
TOTAL COMPENSATION	22	28,613	35,488	33,532	44,748
AGE	22	39	48	46	57
YEARS OF EDUCATION	22	16	16	16	17
YEARS WITH PRESENT BANK	22	7	15	13	18
YEARS IN POSITION	22	2	5	4	8
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	19	3	13	7	16
ASSET SIZE (MILLIONS)	22	$1,209.7	$8,343.2	$1,866.9	$8,072.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$17,600	$23,269	$21,610	$29,000
BONUS	5	799	2,283	1,850	3,985
TOTAL COMPENSATION	31	17,600	23,638	21,950	29,000
AGE	29	39	45	43	55
YEARS OF EDUCATION	29	14	15	16	16
YEARS WITH PRESENT BANK	30	6	13	12	16
YEARS IN POSITION	29	2	4	4	6
REPORTING LEVEL	29	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	14	1	6	2	7
ASSET SIZE (MILLIONS)	31	$1,219.0	$6,712.6	$1,618.3	$3,056.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$20,100	$29,123	$27,000	$35,250
BONUS	14	1,935	3,863	4,063	5,188
TOTAL COMPENSATION	53	20,704	30,143	28,500	36,320
AGE	52	33	39	36	44
YEARS OF EDUCATION	50	16	16	16	16
YEARS WITH PRESENT BANK	53	6	10	8	13
YEARS IN POSITION	52	2	3	3	4
REPORTING LEVEL	52	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	51	12	26	20	38
ASSET SIZE (MILLIONS)	53	$1,301.3	$6,992.3	$2,115.5	$4,382.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$34,000	$49,596	$42,000	$55,000
BONUS	26	4,300	9,936	6,995	10,750
TOTAL COMPENSATION	51	36,000	54,662	47,038	64,000
AGE	50	38	44	43	48
YEARS OF EDUCATION	48	16	16	16	18
YEARS WITH PRESENT BANK	51	7	14	13	19
YEARS IN POSITION	49	2	4	4	5
REPORTING LEVEL	50	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	49	14	70	35	88
ASSET SIZE (MILLIONS)	51	$1,283.0	$7,026.1	$2,103.7	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	57	$23,500	$27,129	$25,812	$31,100
BONUS	13	1,142	2,899	3,673	4,000
TOTAL COMPENSATION	57	23,500	27,790	27,000	31,710
AGE	55	34	38	37	40
YEARS OF EDUCATION	55	16	16	16	17
YEARS WITH PRESENT BANK	56	5	10	10	12
YEARS IN POSITION	55	2	4	3	4
REPORTING LEVEL	56	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	35	1	7	2	10
ASSET SIZE (MILLIONS)	57	$1,291.5	$8,766.5	$2,040.0	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$16,350	$19,194	$18,500	$22,250
BONUS	9	398	1,219	1,314	1,757
TOTAL COMPENSATION	53	16,500	19,401	18,800	22,250
AGE	48	28	32	30	33
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	48	4	7	6	8
YEARS IN POSITION	48	2	2	2	3
REPORTING LEVEL	50	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	14	1	3	2	5
ASSET SIZE (MILLIONS)	53	$1,300.0	$5,362.6	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$32,000	$40,789	$39,757	$46,350
BONUS	16	4,050	5,522	5,489	6,998
TOTAL COMPENSATION	46	34,950	42,710	41,620	51,486
AGE	45	42	48	48	53
YEARS OF EDUCATION	43	14	16	16	17
YEARS WITH PRESENT BANK	46	8	17	17	23
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	45	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	6	16	10	15
ASSET SIZE (MILLIONS)	46	$1,302.0	$5,953.4	$2,281.4	$4,402.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$35,975	$44,752	$41,400	$51,000
BONUS	27	3,400	8,514	5,800	8,200
TOTAL COMPENSATION	54	38,008	49,009	43,700	52,432
AGE	54	40	44	42	45
YEARS OF EDUCATION	53	14	15	16	17
YEARS WITH PRESENT BANK	54	4	11	11	16
YEARS IN POSITION	52	2	5	4	6
REPORTING LEVEL	52	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	51	74	265	179	304
ASSET SIZE (MILLIONS)	54	$1,268.0	$6,686.7	$2,077.7	$5,025.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$41,400	$54,085	$52,320	$65,000
BONUS	35	3,840	12,695	9,647	16,300
TOTAL COMPENSATION	63	45,500	61,138	54,000	75,000
AGE	62	38	46	46	54
YEARS OF EDUCATION	60	16	16	16	18
YEARS WITH PRESENT BANK	63	6	13	10	17
YEARS IN POSITION	62	2	5	4	7
REPORTING LEVEL	59	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	60	23	97	46	87
ASSET SIZE (MILLIONS)	63	$1,305.1	$7,180.5	$2,257.6	$4,505.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$16,890	$20,812	$20,500	$23,886
BONUS	11	916	2,450	2,024	3,800
TOTAL COMPENSATION	49	17,190	21,362	21,000	24,000
AGE	49	36	44	43	54
YEARS OF EDUCATION	47	12	14	14	16
YEARS WITH PRESENT BANK	49	7	12	10	15
YEARS IN POSITION	48	2	5	4	7
REPORTING LEVEL	48	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	10	22	18	35
ASSET SIZE (MILLIONS)	49	$1,291.5	$7,312.4	$2,115.5	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$25,000	$33,006	$33,000	$38,300
BONUS	16	3,896	5,578	4,775	7,074
TOTAL COMPENSATION	51	25,360	34,755	33,600	39,450
AGE	50	41	47	47	54
YEARS OF EDUCATION	48	12	14	14	16
YEARS WITH PRESENT BANK	51	9	16	14	23
YEARS IN POSITION	49	3	5	4	7
REPORTING LEVEL	49	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	20	98	54	133
ASSET SIZE (MILLIONS)	51	$1,300.0	$8,325.8	$2,115.5	$4,408.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,306	$18,223	$17,197	$20,850
BONUS	13	834	1,780	1,857	2,391
TOTAL COMPENSATION	46	15,607	18,726	17,851	21,125
AGE	45	33	41	37	51
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	46	6	11	8	13
YEARS IN POSITION	44	2	4	3	5
REPORTING LEVEL	44	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	27	3	9	5	10
ASSET SIZE (MILLIONS)	46	$1,302.0	$11,406.6	$2,117.8	$4,432.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$28,500	$35,440	$35,220	$39,160
BONUS	31	1,350	5,579	3,800	6,000
TOTAL COMPENSATION	67	28,500	38,021	35,500	41,500
AGE	66	38	45	45	53
YEARS OF EDUCATION	64	16	16	16	18
YEARS WITH PRESENT BANK	67	5	15	12	22
YEARS IN POSITION	65	3	6	5	8
REPORTING LEVEL	63	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	64	11	33	17	39
ASSET SIZE (MILLIONS)	67	$1,305.1	$10,181.0	$2,257.6	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$34,001	$52,699	$43,000	$60,800
BONUS	25	4,455	14,109	8,200	14,750
TOTAL COMPENSATION	49	35,750	59,898	54,000	66,350
AGE	48	39	46	45	52
YEARS OF EDUCATION	46	16	16	16	17
YEARS WITH PRESENT BANK	49	6	12	11	16
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	48	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	47	15	92	30	70
ASSET SIZE (MILLIONS)	49	$1,331.5	$5,045.5	$2,400.0	$4,404.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$20,280	$27,206	$25,600	$30,000
BONUS	12	1,045	3,592	3,422	5,883
TOTAL COMPENSATION	51	20,500	28,051	25,800	31,144
AGE	48	34	45	45	58
YEARS OF EDUCATION	48	16	16	16	16
YEARS WITH PRESENT BANK	49	5	15	11	24
YEARS IN POSITION	49	2	5	3	7
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	2	8	7	11
ASSET SIZE (MILLIONS)	51	$1,358.0	$7,330.6	$2,305.2	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$27,530	$37,330	$35,739	$45,225
BONUS	23	2,525	5,895	5,000	8,096
TOTAL COMPENSATION	58	28,875	39,668	37,256	49,250
AGE	57	37	44	41	49
YEARS OF EDUCATION	56	16	17	16	18
YEARS WITH PRESENT BANK	58	4	9	8	12
YEARS IN POSITION	57	2	4	3	6
REPORTING LEVEL	57	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	11	17
ASSET SIZE (MILLIONS)	58	$1,295.7	$5,657.3	$2,077.7	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$32,000	$39,924	$38,186	$47,025
BONUS	24	2,800	6,233	6,282	9,000
TOTAL COMPENSATION	58	32,775	42,503	39,100	50,753
AGE	58	39	47	48	55
YEARS OF EDUCATION	56	16	16	16	17
YEARS WITH PRESENT BANK	58	6	16	16	24
YEARS IN POSITION	57	3	6	4	8
REPORTING LEVEL	56	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	56	9	33	23	45
ASSET SIZE (MILLIONS)	58	$1,222.0	$5,399.7	$1,784.9	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$18,000	$24,626	$23,900	$28,600
BONUS	12	1,242	2,334	2,000	3,563
TOTAL COMPENSATION	51	19,000	25,175	25,000	29,670
AGE	50	35	42	40	45
YEARS OF EDUCATION	51	13	15	16	16
YEARS WITH PRESENT BANK	50	6	12	10	17
YEARS IN POSITION	48	2	4	3	5
REPORTING LEVEL	50	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	33	2	9	4	13
ASSET SIZE (MILLIONS)	51	$1,223.0	$5,548.7	$1,676.8	$4,322.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$13,860	$16,386	$16,000	$19,000
BONUS	7	585	1,277	1,125	2,200
TOTAL COMPENSATION	39	14,170	16,615	16,000	19,000
AGE	38	28	35	31	38
YEARS OF EDUCATION	38	12	15	16	16
YEARS WITH PRESENT BANK	38	4	6	6	8
YEARS IN POSITION	38	2	3	2	3
REPORTING LEVEL	38	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	12	2	4	3	5
ASSET SIZE (MILLIONS)	39	$1,223.0	$6,765.9	$1,618.3	$3,974.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$11,595	$14,738	$14,250	$16,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	30	11,648	14,894	14,463	17,438
AGE	30	31	40	36	50
YEARS OF EDUCATION	29	12	14	14	16
YEARS WITH PRESENT BANK	30	7	12	10	14
YEARS IN POSITION	30	2	4	4	5
REPORTING LEVEL	27	7	7	6	5
TOTAL EMPLOYEES SUPERVISED	10	3	12	5	18
ASSET SIZE (MILLIONS)	30	$1,280.7	$9,177.6	$2,180.6	$4,431.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$13,260	$16,063	$16,000	$18,131
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	32	13,260	16,071	16,000	18,131
AGE	28	25	29	27	29
YEARS OF EDUCATION	30	17	18	18	18
YEARS WITH PRESENT BANK	28	1	2	2	2
YEARS IN POSITION	28	1	2	2	2
REPORTING LEVEL	29	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	32	$1,318.3	$5,132.8	$2,328.8	$4,478.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,920	$12,331	$12,000	$13,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	43	10,920	12,353	12,000	13,500
AGE	38	24	26	25	26
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	38	1	2	2	2
YEARS IN POSITION	38	1	2	2	2
REPORTING LEVEL	37	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	43	$1,300.0	$4,508.4	$2,040.0	$4,356.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$38,000	$52,112	$48,400	$59,800
BONUS	39	5,000	12,027	9,000	13,100
TOTAL COMPENSATION	63	38,298	59,557	54,032	71,239
AGE	63	42	47	46	52
YEARS OF EDUCATION	61	14	15	16	16
YEARS WITH PRESENT BANK	63	7	18	19	27
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	199	660	370	638
ASSET SIZE (MILLIONS)	63	$1,300.0	$9,031.3	$2,115.5	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$20,953	$34,428	$29,576	$41,000
BONUS	6	1,763	6,140	3,613	12,422
TOTAL COMPENSATION	25	20,953	35,901	29,576	42,349
AGE	25	37	46	47	52
YEARS OF EDUCATION	25	14	15	16	16
YEARS WITH PRESENT BANK	25	10	17	13	23
YEARS IN POSITION	25	3	4	4	6
REPORTING LEVEL	23	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	12	208	51	175
ASSET SIZE (MILLIONS)	25	$1,366.5	$7,182.5	$2,653.7	$8,412.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$13,600	$17,311	$17,225	$19,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	27	13,600	17,574	17,919	19,500
AGE	26	32	42	38	53
YEARS OF EDUCATION	25	12	14	14	16
YEARS WITH PRESENT BANK	27	8	14	11	20
YEARS IN POSITION	26	2	5	4	6
REPORTING LEVEL	25	7	6	6	5
TOTAL EMPLOYEES SUPERVISED	12	1	53	4	23
ASSET SIZE (MILLIONS)	27	$1,305.1	$7,569.9	$2,305.2	$4,501.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$32,000	$41,849	$39,000	$48,500
BONUS	34	2,300	7,510	4,475	10,125
TOTAL COMPENSATION	63	34,500	45,901	41,400	53,125
AGE	62	40	47	47	53
YEARS OF EDUCATION	60	16	16	16	17
YEARS WITH PRESENT BANK	63	6	14	12	20
YEARS IN POSITION	62	2	5	5	7
REPORTING LEVEL	61	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	59	15	55	27	69
ASSET SIZE (MILLIONS)	63	$1,300.0	$8,620.8	$2,120.0	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,015	$35,471	$33,800	$41,250
BONUS	13	2,420	4,794	4,186	6,169
TOTAL COMPENSATION	37	25,556	37,156	34,650	44,850
AGE	36	34	39	37	42
YEARS OF EDUCATION	36	16	16	16	17
YEARS WITH PRESENT BANK	37	7	13	11	14
YEARS IN POSITION	37	3	5	4	6
REPORTING LEVEL	36	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	3	18	6	14
ASSET SIZE (MILLIONS)	37	$1,301.3	$6,251.9	$2,305.2	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$21,050	$26,039	$24,500	$30,153
BONUS	10	1,566	2,870	2,418	5,026
TOTAL COMPENSATION	56	21,050	26,552	24,750	30,153
AGE	55	44	51	54	59
YEARS OF EDUCATION	52	13	15	16	16
YEARS WITH PRESENT BANK	56	5	13	11	18
YEARS IN POSITION	53	3	5	4	8
REPORTING LEVEL	55	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	48	6	32	16	45
ASSET SIZE (MILLIONS)	56	$1,453.3	$8,223.0	$2,417.3	$4,651.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$20,754	$26,152	$25,200	$31,650
BONUS	8	659	1,991	1,517	2,677
TOTAL COMPENSATION	49	20,754	26,477	25,506	31,650
AGE	48	33	40	39	45
YEARS OF EDUCATION	47	16	16	17	18
YEARS WITH PRESENT BANK	49	4	9	7	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	48	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	3	9	7	12
ASSET SIZE (MILLIONS)	49	$1,460.6	$5,862.9	$2,420.0	$4,503.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	59	$44,000	$60,893	$56,000	$74,500
BONUS	38	4,595	11,772	9,500	14,685
TOTAL COMPENSATION	59	45,084	68,475	62,461	86,000
AGE	57	46	50	50	55
YEARS OF EDUCATION	56	16	17	17	19
YEARS WITH PRESENT BANK	59	8	17	18	25
YEARS IN POSITION	57	3	6	5	8
REPORTING LEVEL	57	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	58	64	209	127	267
ASSET SIZE (MILLIONS)	59	$1,358.0	$10,735.1	$2,400.0	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$25,000	$31,629	$31,750	$38,150
BONUS	14	1,150	3,050	2,219	5,130
TOTAL COMPENSATION	52	25,000	32,450	31,750	38,375
AGE	50	39	44	43	49
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	10	16	14	23
YEARS IN POSITION	50	3	5	5	7
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	28	76	44	102
ASSET SIZE (MILLIONS)	52	$1,300.6	$7,112.8	$2,109.6	$4,406.1

Cash Compensation Data

Region VIII: Mountain

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: LESS THAN $10 MILLION

Of the 221 banks submitting data for the Mountain region, 27 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Branch Manager-Small
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
Instalment Loan Collector
Top Instalment Loan Officer
Junior Instalment Loan Officer
Top Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Personnel Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 8
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	26	$23,875	$28,821	$27,250	$34,075
BONUS	16	1,756	4,730	3,723	7,203
TOTAL COMPENSATION	26	24,693	31,731	32,014	39,250
AGE	26	37	46	43	56
YEARS OF EDUCATION	26	14	15	16	16
YEARS WITH PRESENT BANK	26	3	7	4	7
YEARS IN POSITION	26	3	5	3	5
REPORTING LEVEL	26	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	26	10	13	13	17
ASSET SIZE (MILLIONS)	26	$6.0	$7.1	$7.5	$9.0

GEOGRAPHIC REGION: 8
ASSET SIZE: LESS THAN $10 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$17,425	$20,176	$19,800	$23,700
BONUS	13	1,125	2,939	2,500	5,040
TOTAL COMPENSATION	25	18,000	21,705	22,000	25,250
AGE	25	31	39	39	45
YEARS OF EDUCATION	25	12	14	14	16
YEARS WITH PRESENT BANK	24	2	7	4	8
YEARS IN POSITION	24	2	3	2	3
REPORTING LEVEL	19	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	22	6	10	10	14
ASSET SIZE (MILLIONS)	25	$5.7	$6.7	$7.0	$8.8

GEOGRAPHIC REGION: 8
ASSET SIZE: LESS THAN $10 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$11,600	$14,106	$13,800	$15,725
BONUS	5	666	1,574	1,500	2,520
TOTAL COMPENSATION	9	12,500	14,980	15,250	17,445
AGE	9	32	39	40	45
YEARS OF EDUCATION	9	12	14	14	16
YEARS WITH PRESENT BANK	9	3	5	5	7
YEARS IN POSITION	9	2	4	3	5
REPORTING LEVEL	8	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	8	2	7	7	12
ASSET SIZE (MILLIONS)	9	$4.3	$6.8	$8.0	$8.7

GEOGRAPHIC REGION: 8
ASSET SIZE: LESS THAN $10 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$10,538	$14,184	$13,350	$17,310
BONUS	9	715	1,332	1,000	2,060
TOTAL COMPENSATION	24	11,445	14,684	13,575	17,875
AGE	24	31	37	35	46
YEARS OF EDUCATION	24	12	13	13	14
YEARS WITH PRESENT BANK	24	2	6	3	8
YEARS IN POSITION	23	2	3	2	2
REPORTING LEVEL	22	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	22	6	9	8	11
ASSET SIZE (MILLIONS)	24	$5.5	$6.8	$7.0	$9.0

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $10 TO $19 MILLION

Of the 221 banks submitting data for the Mountain region, 60 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Branch Manager-Small
Top Business Development Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	59	$28,200	$31,821	$31,000	$36,000
BONUS	37	2,500	5,914	4,000	8,005
TOTAL COMPENSATION	59	30,000	35,530	33,910	40,000
AGE	55	40	48	48	56
YEARS OF EDUCATION	57	14	15	16	16
YEARS WITH PRESENT BANK	56	5	10	8	14
YEARS IN POSITION	57	4	8	6	9
REPORTING LEVEL	59	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	56	16	21	20	27
ASSET SIZE (MILLIONS)	59	$12.5	$14.8	$15.0	$17.2

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$20,100	$22,211	$22,440	$24,000
BONUS	28	1,359	3,672	2,223	4,875
TOTAL COMPENSATION	47	21,300	24,398	24,000	27,000
AGE	44	35	42	41	47
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	46	3	9	6	10
YEARS IN POSITION	46	3	5	4	6
REPORTING LEVEL	41	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	42	8	16	15	24
ASSET SIZE (MILLIONS)	47	$12.5	$14.8	$15.0	$17.2

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$18,000	$21,754	$22,000	$24,240
BONUS	8	1,309	2,499	2,850	3,725
TOTAL COMPENSATION	15	18,000	23,087	22,600	25,000
AGE	14	31	40	34	46
YEARS OF EDUCATION	15	16	16	16	16
YEARS WITH PRESENT BANK	15	3	6	5	8
YEARS IN POSITION	14	2	4	4	5
REPORTING LEVEL	14	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	12	2	5	3	6
ASSET SIZE (MILLIONS)	15	$15.0	$16.4	$16.0	$18.4

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$14,250	$16,488	$17,550	$18,000
BONUS	5	161	757	700	1,382
TOTAL COMPENSATION	8	15,845	16,961	17,550	18,538
AGE	8	32	38	35	38
YEARS OF EDUCATION	8	12	14	14	16
YEARS WITH PRESENT BANK	8	2	5	4	6
YEARS IN POSITION	8	2	4	2	4
REPORTING LEVEL	8	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$14.1	$15.8	$16.2	$18.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 10 TO $ 19 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$9,510	$12,540	$12,200	$15,150
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	10,148	13,283	12,200	16,928
AGE	6	28	33	34	39
YEARS OF EDUCATION	6	12	14	15	16
YEARS WITH PRESENT BANK	6	3	7	4	11
YEARS IN POSITION	6	2	5	3	7
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$10.0	$13.5	$12.5	$17.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 10 TO $ 19 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$9,125	$10,115	$9,750	$11,025
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	9,150	10,403	10,725	11,113
AGE	8	23	29	30	33
YEARS OF EDUCATION	8	12	13	12	13
YEARS WITH PRESENT BANK	8	2	5	4	9
YEARS IN POSITION	8	1	2	2	3
REPORTING LEVEL	7	5	4	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$15.2	$16.5	$16.5	$17.8

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$13,688	$15,680	$15,000	$18,000
BONUS	17	350	1,301	1,200	2,241
TOTAL COMPENSATION	30	14,075	16,417	15,859	19,578
AGE	26	29	35	34	38
YEARS OF EDUCATION	28	12	14	14	16
YEARS WITH PRESENT BANK	27	3	5	4	7
YEARS IN POSITION	27	2	3	3	4
REPORTING LEVEL	28	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	20	1	3	2	4
ASSET SIZE (MILLIONS)	30	$11.7	$15.0	$15.8	$18.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$9,975	$11,553	$12,000	$13,200
BONUS	13	574	909	774	1,373
TOTAL COMPENSATION	22	10,488	12,090	12,731	13,811
AGE	18	28	33	31	36
YEARS OF EDUCATION	20	12	14	14	16
YEARS WITH PRESENT BANK	20	3	8	6	10
YEARS IN POSITION	20	1	2	2	3
REPORTING LEVEL	20	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	1	4	2	5
ASSET SIZE (MILLIONS)	22	$14.0	$15.6	$15.8	$18.1

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$10,725	$10,945	$11,880	$12,921
BONUS	5	560	1,234	1,100	1,975
TOTAL COMPENSATION	10	10,838	11,562	12,342	13,374
AGE	9	29	37	37	43
YEARS OF EDUCATION	10	12	13	13	15
YEARS WITH PRESENT BANK	10	4	12	7	14
YEARS IN POSITION	9	2	4	4	5
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	1	7	5	13
ASSET SIZE (MILLIONS)	10	$10.6	$14.8	$15.5	$18.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 10 TO $ 19 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$15,513	$17,549	$18,000	$20,387
BONUS	12	1,000	1,801	1,605	2,813
TOTAL COMPENSATION	22	16,701	18,531	19,350	21,096
AGE	20	33	40	39	47
YEARS OF EDUCATION	21	13	15	16	16
YEARS WITH PRESENT BANK	21	3	8	5	10
YEARS IN POSITION	20	2	4	4	5
REPORTING LEVEL	21	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	14	2	4	3	5
ASSET SIZE (MILLIONS)	22	$11.9	$14.5	$14.0	$17.4

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 10 TO $ 19 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$11.000	$13.263	$13.440	$15.600
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	11.000	14.155	14.381	17.400
AGE	6	35	42	44	46
YEARS OF EDUCATION	7	12	13	12	14
YEARS WITH PRESENT BANK	6	2	6	5	9
YEARS IN POSITION	6	2	3	2	5
REPORTING LEVEL	7	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	2	2	2	3
ASSET SIZE (MILLIONS)	7	$16.0	$16.4	$17.0	$18.4

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 10 TO $ 19 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$9.525	$10.725	$10.650	$12.450
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	9.638	11.175	10.650	13.262
AGE	8	25	27	27	30
YEARS OF EDUCATION	8	16	16	16	16
YEARS WITH PRESENT BANK	8	1	2	2	3
YEARS IN POSITION	8	1	2	2	2
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$12.9	$15.4	$16.0	$17.6

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$14,500	$16,731	$17,260	$19,150
BONUS	28	429	1,776	1,108	2,450
TOTAL COMPENSATION	52	15,000	17,687	17,625	20,800
AGE	48	33	40	38	44
YEARS OF EDUCATION	50	12	14	14	16
YEARS WITH PRESENT BANK	49	4	8	7	11
YEARS IN POSITION	50	2	4	3	6
REPORTING LEVEL	50	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	50	8	14	14	19
ASSET SIZE (MILLIONS)	52	$12.5	$14.8	$15.0	$17.1

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$11,000	$14,324	$14,500	$15,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	11,000	14,798	14,500	15,900
AGE	7	29	34	31	40
YEARS OF EDUCATION	7	13	13	13	14
YEARS WITH PRESENT BANK	7	5	7	7	9
YEARS IN POSITION	7	2	3	3	3
REPORTING LEVEL	6	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	7	4	11	13	15
ASSET SIZE (MILLIONS)	7	$13.0	$14.5	$15.0	$15.6

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $20 TO $29 MILLION

Of the 221 banks submitting data for the Mountain region, 30 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Branch Manager-Small
Top Business Development Officer
Instalment Loan Collector
Officer Trainee (College Graduate Program)
Top Personal Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$33,750	$40,024	$37,600	$45,600
BONUS	12	479	5,089	5,197	9,594
TOTAL COMPENSATION	30	34,875	42,060	39,675	48,219
AGE	30	44	50	50	56
YEARS OF EDUCATION	30	14	15	16	16
YEARS WITH PRESENT BANK	30	4	13	11	20
YEARS IN POSITION	30	4	9	6	12
REPORTING LEVEL	30	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	30	23	33	36	41
ASSET SIZE (MILLIONS)	30	$22.0	$24.6	$25.0	$27.6

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$22,000	$24,502	$25,000	$27,550
BONUS	10	400	3,036	2,965	5,057
TOTAL COMPENSATION	25	22,500	25,716	26,000	29,000
AGE	25	37	45	45	53
YEARS OF EDUCATION	25	12	14	14	16
YEARS WITH PRESENT BANK	25	5	11	7	18
YEARS IN POSITION	25	2	5	3	7
REPORTING LEVEL	23	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	24	6	21	17	34
ASSET SIZE (MILLIONS)	25	$21.4	$24.5	$25.0	$27.7

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$16,875	$20,672	$19,450	$24,950
BONUS	5	425	2,948	3,420	5,236
TOTAL COMPENSATION	14	17,450	21,725	19,850	24,950
AGE	14	34	47	47	57
YEARS OF EDUCATION	14	14	15	16	16
YEARS WITH PRESENT BANK	14	4	10	7	14
YEARS IN POSITION	14	2	6	5	8
REPORTING LEVEL	13	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	2	7	4	9
ASSET SIZE (MILLIONS)	14	$24.2	$25.9	$26.9	$28.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$12,500	$14,403	$15,000	$16,008
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	13,500	15,270	15,565	16,893
AGE	5	29	37	31	48
YEARS OF EDUCATION	5	14	15	16	16
YEARS WITH PRESENT BANK	5	4	10	6	19
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	5	5	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$20.4	$24.2	$25.0	$27.7

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 20 TO $ 29 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$6,506	$14,802	$17,500	$21,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	6,506	14,844	17,500	21,855
AGE	5	33	40	36	49
YEARS OF EDUCATION	5	12	14	16	16
YEARS WITH PRESENT BANK	5	2	8	6	16
YEARS IN POSITION	5	2	3	2	6
REPORTING LEVEL	5	4	3	2	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$23.5	$24.6	$25.0	$25.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$15,125	$16,577	$16,980	$18,925
BONUS	8	200	1,359	1,572	2,326
TOTAL COMPENSATION	24	15,500	17,030	17,305	18,925
AGE	24	33	38	37	44
YEARS OF EDUCATION	24	12	14	14	14
YEARS WITH PRESENT BANK	24	4	7	6	9
YEARS IN POSITION	24	2	3	3	4
REPORTING LEVEL	23	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	2	4	4	6
ASSET SIZE (MILLIONS)	24	$22.0	$24.7	$25.0	$27.8

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$11,625	$12,258	$12,920	$14,369
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	11,936	12,386	12,945	14,400
AGE	15	28	35	35	42
YEARS OF EDUCATION	16	12	14	14	16
YEARS WITH PRESENT BANK	16	2	6	3	7
YEARS IN POSITION	16	2	2	2	3
REPORTING LEVEL	16	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	7	2	4	4	5
ASSET SIZE (MILLIONS)	16	$22.0	$24.8	$25.0	$28.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$11,100	$13,085	$12,300	$15,400
BONUS	5	850	1,391	1,544	1,855
TOTAL COMPENSATION	11	12,000	13,717	13,000	15,400
AGE	11	37	45	42	50
YEARS OF EDUCATION	11	12	13	12	12
YEARS WITH PRESENT BANK	11	10	14	11	18
YEARS IN POSITION	11	2	4	4	5
REPORTING LEVEL	11	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	5	1	8	3	17
ASSET SIZE (MILLIONS)	11	$20.9	$24.9	$25.0	$28.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$16,900	$19,484	$19,300	$20,900
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	16,900	20,516	19,300	24,610
AGE	13	36	42	38	51
YEARS OF EDUCATION	13	16	16	16	16
YEARS WITH PRESENT BANK	13	3	7	6	11
YEARS IN POSITION	13	2	4	4	6
REPORTING LEVEL	11	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	4	9	6	14
ASSET SIZE (MILLIONS)	13	$20.8	$24.0	$23.2	$28.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 20 TO $ 29 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$15,100	$17,693	$17,500	$20,340
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	15,100	18,237	17,500	21,075
AGE	12	32	40	39	49
YEARS OF EDUCATION	12	14	15	16	16
YEARS WITH PRESENT BANK	12	4	8	8	12
YEARS IN POSITION	12	2	3	2	3
REPORTING LEVEL	12	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	3	5	3	5
ASSET SIZE (MILLIONS)	12	$22.7	$25.8	$26.7	$28.3

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$16,150	$17,587	$17,200	$20,000
BONUS	10	200	1,303	869	2,426
TOTAL COMPENSATION	30	16,438	18,021	17,700	20,338
AGE	29	32	39	40	46
YEARS OF EDUCATION	29	12	14	14	16
YEARS WITH PRESENT BANK	29	6	10	8	14
YEARS IN POSITION	29	2	5	3	5
REPORTING LEVEL	29	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	28	13	23	25	32
ASSET SIZE (MILLIONS)	30	$22.0	$24.6	$25.0	$27.6

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $30 TO $39 MILLION

Of the 221 banks submitting data for the Mountain region, 23 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Top Business Development Officer
Controller
Officer Trainee (College Graduate Program)
Top Trust Department Officer

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$33,000	$38,855	$38,000	$43,870
BONUS	12	1,544	8,318	3,428	16,750
TOTAL COMPENSATION	23	33,000	43,195	40,000	46,075
AGE	22	45	52	51	59
YEARS OF EDUCATION	23	14	16	16	16
YEARS WITH PRESENT BANK	22	6	16	15	23
YEARS IN POSITION	23	2	7	5	11
REPORTING LEVEL	23	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	22	36	46	49	58
ASSET SIZE (MILLIONS)	23	$31.9	$34.4	$35.2	$37.2

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$24,000	$27,805	$28,000	$30,250
BONUS	10	1,244	3,113	2,250	3,500
TOTAL COMPENSATION	21	25,500	29,288	28,350	33,238
AGE	20	37	44	41	52
YEARS OF EDUCATION	21	13	15	15	16
YEARS WITH PRESENT BANK	21	3	11	9	17
YEARS IN POSITION	21	2	5	3	7
REPORTING LEVEL	20	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	20	9	28	21	47
ASSET SIZE (MILLIONS)	21	$31.9	$34.5	$35.2	$37.1

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,025	$12,370	$11,100	$16,350
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	9,518	13,417	13,750	17,150
AGE	5	30	37	34	46
YEARS OF EDUCATION	5	13	14	14	15
YEARS WITH PRESENT BANK	5	3	6	5	11
YEARS IN POSITION	5	2	4	2	8
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	4	5	5	7
ASSET SIZE (MILLIONS)	5	$30.9	$34.5	$36.1	$37.3

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$22,010	$24,863	$24,000	$27,475
BONUS	5	570	1,193	1,362	1,733
TOTAL COMPENSATION	9	22,010	25,526	24,750	29,156
AGE	9	37	44	44	49
YEARS OF EDUCATION	9	12	14	16	16
YEARS WITH PRESENT BANK	9	3	9	5	15
YEARS IN POSITION	9	2	3	3	4
REPORTING LEVEL	9	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	1	13	5	26
ASSET SIZE (MILLIONS)	9	$31.9	$34.2	$33.5	$36.7

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$11,725	$13,967	$14,700	$15,675
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	11,725	14,237	15,000	16,064
AGE	6	28	38	37	45
YEARS OF EDUCATION	6	14	15	15	16
YEARS WITH PRESENT BANK	6	4	6	5	10
YEARS IN POSITION	6	1	2	2	3
REPORTING LEVEL	6	4	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$31.9	$35.0	$35.2	$37.6

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 30 TO $ 39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$10,850	$12,737	$11,700	$15,270
BONUS	5	196	506	500	820
TOTAL COMPENSATION	12	11,025	12,948	11,988	15,285
AGE	11	27	35	38	44
YEARS OF EDUCATION	12	12	14	14	14
YEARS WITH PRESENT BANK	12	2	4	4	7
YEARS IN POSITION	12	2	3	3	3
REPORTING LEVEL	12	5	4	5	3
TOTAL EMPLOYEES SUPERVISED	5	1	2	2	3
ASSET SIZE (MILLIONS)	12	$33.1	$35.0	$35.3	$37.1

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$15,400	$19,041	$19,000	$21,625
BONUS	10	788	2,260	1,472	2,975
TOTAL COMPENSATION	20	16,930	20,171	20,163	22,225
AGE	19	31	40	37	47
YEARS OF EDUCATION	20	12	14	13	16
YEARS WITH PRESENT BANK	20	6	10	9	16
YEARS IN POSITION	18	2	4	3	5
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	18	2	4	5	5
ASSET SIZE (MILLIONS)	20	$32.2	$34.9	$35.6	$37.3

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$12,000	$13,306	$13,000	$15,120
BONUS	6	250	921	813	1,625
TOTAL COMPENSATION	15	12,200	13,674	13,000	15,120
AGE	15	29	38	37	43
YEARS OF EDUCATION	15	13	14	15	16
YEARS WITH PRESENT BANK	15	3	6	5	8
YEARS IN POSITION	15	1	3	2	6
REPORTING LEVEL	15	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	4	4	5
ASSET SIZE (MILLIONS)	15	$32.0	$34.9	$35.3	$37.7

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$11,160	$14,963	$15,080	$18,145
BONUS	6	238	448	375	743
TOTAL COMPENSATION	9	11,422	15,262	15,820	18,445
AGE	8	33	42	42	50
YEARS OF EDUCATION	9	12	13	12	15
YEARS WITH PRESENT BANK	9	4	9	10	11
YEARS IN POSITION	9	2	3	3	4
REPORTING LEVEL	9	5	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	9	$34.2	$35.9	$36.3	$37.6

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,400	$20,400	$21,000	$22,200
BONUS	7	346	1,236	1,250	2,000
TOTAL COMPENSATION	11	17,400	21,186	21,800	23,500
AGE	11	32	39	36	45
YEARS OF EDUCATION	11	12	15	16	16
YEARS WITH PRESENT BANK	11	2	7	8	9
YEARS IN POSITION	11	2	4	2	6
REPORTING LEVEL	11	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	2	4	4	5
ASSET SIZE (MILLIONS)	11	$35.0	$35.3	$36.0	$37.3

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 30 TO $ 39 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$13,500	$19,215	$17,510	$25,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	13,500	19,637	18,510	25,500
AGE	8	30	40	41	48
YEARS OF EDUCATION	8	12	14	13	16
YEARS WITH PRESENT BANK	8	2	6	6	10
YEARS IN POSITION	8	2	3	3	3
REPORTING LEVEL	8	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	8	2	9	4	8
ASSET SIZE (MILLIONS)	8	$30.4	$34.5	$35.1	$37.8

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$14,663	$18,343	$19,130	$21,225
BONUS	10	733	1,432	1,250	2,125
TOTAL COMPENSATION	20	15,423	19,059	19,243	22,038
AGE	19	33	41	40	48
YEARS OF EDUCATION	20	12	14	14	16
YEARS WITH PRESENT BANK	20	3	10	7	16
YEARS IN POSITION	20	2	3	3	6
REPORTING LEVEL	20	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	19	17	29	30	40
ASSET SIZE (MILLIONS)	20	$31.9	$34.4	$35.1	$37.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$14,500	$16,582	$16,050	$17,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	14,500	18,305	16,500	25,025
AGE	7	44	51	53	55
YEARS OF EDUCATION	7	14	15	16	16
YEARS WITH PRESENT BANK	7	2	12	11	20
YEARS IN POSITION	7	2	4	3	4
REPORTING LEVEL	6	5	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$32.0	$35.0	$36.0	$38.0

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $40 TO $49 MILLION

Of the 221 banks submitting data for the Mountain region, 24 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$40,000	$44,075	$42,439	$48,000
BONUS	11	3,000	7,296	4,260	10,500
TOTAL COMPENSATION	24	42,000	47,419	46,350	54,440
AGE	24	43	52	53	58
YEARS OF EDUCATION	23	14	15	16	16
YEARS WITH PRESENT BANK	24	8	16	13	22
YEARS IN POSITION	24	5	10	8	14
REPORTING LEVEL	24	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	22	47	58	59	70
ASSET SIZE (MILLIONS)	24	$40.3	$44.2	$43.0	$48.8

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$26,300	$29,849	$29,500	$32,500
BONUS	11	2,000	3,710	3,125	5,000
TOTAL COMPENSATION	23	28,000	31,624	31,476	36,240
AGE	23	40	46	48	55
YEARS OF EDUCATION	22	14	15	16	16
YEARS WITH PRESENT BANK	23	5	14	13	22
YEARS IN POSITION	23	2	6	4	7
REPORTING LEVEL	20	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	22	15	35	29	57
ASSET SIZE (MILLIONS)	23	$40.3	$44.0	$43.0	$48.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$18,600	$25,271	$24,000	$31,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	20,150	26,277	24,000	35,030
AGE	7	32	43	40	58
YEARS OF EDUCATION	7	14	15	16	16
YEARS WITH PRESENT BANK	7	4	12	9	20
YEARS IN POSITION	7	3	8	6	15
REPORTING LEVEL	7	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	10	16	12	26
ASSET SIZE (MILLIONS)	7	$41.0	$44.7	$44.8	$49.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$13,875	$18,082	$18,400	$22,150
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	13,875	18,353	19,100	22,225
AGE	8	31	36	36	42
YEARS OF EDUCATION	8	13	14	15	16
YEARS WITH PRESENT BANK	8	3	6	5	9
YEARS IN POSITION	8	2	3	2	5
REPORTING LEVEL	8	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	8	4	5	5	6
ASSET SIZE (MILLIONS)	8	$40.2	$44.1	$43.4	$48.6

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$14,290	$18,349	$18,000	$23,216
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	14,290	18,788	18,000	25,016
AGE	9	31	43	39	58
YEARS OF EDUCATION	9	13	15	16	16
YEARS WITH PRESENT BANK	9	2	8	7	13
YEARS IN POSITION	9	2	3	2	4
REPORTING LEVEL	9	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	1	2	2	3
ASSET SIZE (MILLIONS)	9	$42.9	$46.1	$47.6	$49.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$22,800	$26,263	$25,000	$30,350
BONUS	6	850	2,958	2,625	5,275
TOTAL COMPENSATION	14	23,000	27,531	28,125	30,600
AGE	14	34	41	39	48
YEARS OF EDUCATION	13	15	16	16	16
YEARS WITH PRESENT BANK	14	3	10	7	19
YEARS IN POSITION	13	3	5	3	7
REPORTING LEVEL	13	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	12	3	11	14	17
ASSET SIZE (MILLIONS)	14	$40.2	$44.6	$45.0	$49.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$16,725	$18,270	$18,850	$20,350
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	17,097	18,380	18,900	20,350
AGE	10	32	36	34	43
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	4	6	6	8
YEARS IN POSITION	10	2	3	4	4
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	1	2	1	3
ASSET SIZE (MILLIONS)	10	$40.3	$43.6	$41.5	$49.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$16,425	$20,313	$17,130	$27,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	16,425	21,098	18,143	28,000
AGE	8	36	41	41	46
YEARS OF EDUCATION	8	13	15	16	16
YEARS WITH PRESENT BANK	8	7	13	11	21
YEARS IN POSITION	7	3	7	7	10
REPORTING LEVEL	8	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	1	8	3	10
ASSET SIZE (MILLIONS)	8	$41.0	$46.0	$48.7	$49.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$10.400	$12.340	$12.300	$15.400
BONUS	5	236	721	484	1.325
TOTAL COMPENSATION	15	10.400	12.580	12.300	15.400
AGE	15	28	37	32	39
YEARS OF EDUCATION	14	12	14	14	16
YEARS WITH PRESENT BANK	15	2	4	2	4
YEARS IN POSITION	15	1	3	2	3
REPORTING LEVEL	14	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	6	1	1	1	1
ASSET SIZE (MILLIONS)	15	$40.4	$44.7	$44.8	$49.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$15.500	$19.101	$19.500	$21.190
BONUS	9	900	2.434	1.300	4.650
TOTAL COMPENSATION	21	15.540	20.144	19.500	22.692
AGE	20	34	41	42	48
YEARS OF EDUCATION	19	12	14	14	16
YEARS WITH PRESENT BANK	20	3	8	8	12
YEARS IN POSITION	20	2	4	3	6
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	20	4	7	6	10
ASSET SIZE (MILLIONS)	21	$40.3	$44.0	$43.0	$48.7

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$13.000	$14.711	$14.400	$16.800
BONUS	7	700	1.206	1.200	1.500
TOTAL COMPENSATION	19	13.000	15.155	14.884	17.000
AGE	19	31	34	33	35
YEARS OF EDUCATION	19	12	14	14	16
YEARS WITH PRESENT BANK	19	4	5	6	7
YEARS IN POSITION	18	2	3	3	4
REPORTING LEVEL	19	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	1	2	2	3
ASSET SIZE (MILLIONS)	19	$40.0	$44.0	$43.0	$49.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$15.000	$16.636	$16.392	$17.200
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	15.000	17.290	16.585	19.392
AGE	11	35	41	39	44
YEARS OF EDUCATION	11	12	14	14	16
YEARS WITH PRESENT BANK	11	2	7	6	12
YEARS IN POSITION	11	2	4	3	5
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	1	2	2	3
ASSET SIZE (MILLIONS)	11	$42.0	$45.3	$45.6	$49.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$15,900	$19,508	$19,500	$22,670
BONUS	8	1,163	1,735	1,750	2,586
TOTAL COMPENSATION	17	17,103	20,325	20,700	23,300
AGE	17	36	38	38	42
YEARS OF EDUCATION	16	14	15	16	16
YEARS WITH PRESENT BANK	17	3	8	6	12
YEARS IN POSITION	16	2	5	4	7
REPORTING LEVEL	16	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	11	1	3	2	5
ASSET SIZE (MILLIONS)	17	$40.1	$44.7	$44.8	$49.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$16,875	$18,987	$20,000	$21,450
BONUS	5	708	1,826	2,250	2,733
TOTAL COMPENSATION	12	16,875	19,748	20,750	23,375
AGE	12	35	40	38	48
YEARS OF EDUCATION	12	12	14	15	16
YEARS WITH PRESENT BANK	12	3	10	6	20
YEARS IN POSITION	11	2	4	3	5
REPORTING LEVEL	11	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	8	2	3	3	5
ASSET SIZE (MILLIONS)	12	$40.1	$45.0	$46.6	$49.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$10,800	$11,900	$11,400	$13,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	10,800	12,150	11,400	13,875
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION	5	16	16	16	16
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL	5	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$40.1	$43.1	$40.4	$47.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$17,250	$21,816	$21,000	$24,948
BONUS	10	1,040	2,343	1,938	2,725
TOTAL COMPENSATION	21	17,375	22,932	21,000	28,325
AGE	21	34	41	42	49
YEARS OF EDUCATION	20	12	14	15	16
YEARS WITH PRESENT BANK	21	6	11	11	14
YEARS IN POSITION	21	2	4	4	6
REPORTING LEVEL	20	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	22	37	34	51
ASSET SIZE (MILLIONS)	21	$40.3	$44.0	$43.0	$48.2

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$12,950	$16,976	$16,000	$18,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	12,950	17,558	16,000	19,073
AGE	9	30	37	36	45
YEARS OF EDUCATION	8	14	16	16	16
YEARS WITH PRESENT BANK	9	4	6	6	8
YEARS IN POSITION	9	2	3	2	5
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	1	21	6	53
ASSET SIZE (MILLIONS)	9	$40.5	$45.4	$47.6	$49.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,975	$18,792	$20,027	$22,950
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	13,079	19,806	20,027	25,200
AGE	6	38	45	48	52
YEARS OF EDUCATION	6	13	15	15	16
YEARS WITH PRESENT BANK	6	3	10	7	17
YEARS IN POSITION	6	2	4	4	7
REPORTING LEVEL	6	3	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$41.5	$45.7	$46.9	$49.3

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $50 TO $99 MILLION

Of the 221 banks submitting data for the Mountain region, 27 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Advertising Officer
Top Bank Investment Officer
Bond Department Manager
Top Branch Administration Officer
Top Business Development Officer
Business Development Officer
Commercial Credit Department Manager
Top Correspondent Bank Officer
Top International Banking Officer
Officer Trainee (Master's Degree)

Training Director

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$44,000	$51,972	$50,000	$56,800
BONUS	15	6,500	12,996	8,500	17,919
TOTAL COMPENSATION	27	50,000	59,192	57,200	67,000
AGE	27	50	56	58	62
YEARS OF EDUCATION	27	16	16	16	16
YEARS WITH PRESENT BANK	27	15	21	20	28
YEARS IN POSITION	27	5	11	10	15
REPORTING LEVEL	27	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	26	80	101	99	121
ASSET SIZE (MILLIONS)	27	$68.0	$77.9	$80.0	$87.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$31,530	$36,792	$34,000	$41,875
BONUS	12	3,938	7,164	5,940	10,547
TOTAL COMPENSATION	24	33,255	40,374	39,511	44,905
AGE	24	43	50	50	56
YEARS OF EDUCATION	24	12	15	15	16
YEARS WITH PRESENT BANK	24	8	18	17	27
YEARS IN POSITION	24	3	6	5	7
REPORTING LEVEL	23	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	22	50	78	81	111
ASSET SIZE (MILLIONS)	24	$68.1	$78.2	$80.6	$86.9

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$22,475	$30,568	$27,800	$34,781
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	23,750	31,987	27,800	37,315
AGE	10	39	49	53	59
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	6	11	10	17
YEARS IN POSITION	10	2	5	5	7
REPORTING LEVEL	9	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	44	67	59	102
ASSET SIZE (MILLIONS)	10	$77.1	$82.0	$85.5	$88.6

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$21,245	$24,122	$23,700	$27,210
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	22,071	26,212	23,700	31,609
AGE	5	42	47	51	52
YEARS OF EDUCATION	5	12	14	14	16
YEARS WITH PRESENT BANK	5	6	17	12	30
YEARS IN POSITION	5	4	7	6	12
REPORTING LEVEL	5	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	5	8	24	18	43
ASSET SIZE (MILLIONS)	5	$70.0	$80.3	$80.0	$90.9

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$13,820	$19,828	$21,660	$24,470
BONUS	5	990	2,400	2,220	3,900
TOTAL COMPENSATION	9	16,070	21,161	24,139	25,580
AGE	9	35	42	41	45
YEARS OF EDUCATION	9	12	13	12	15
YEARS WITH PRESENT BANK	9	5	12	8	16
YEARS IN POSITION	9	2	6	2	13
REPORTING LEVEL	9	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	9	8	28	20	25
ASSET SIZE (MILLIONS)	9	$70.0	$80.1	$81.2	$88.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$11,787	$15,765	$15,450	$20,366
BONUS	5	635	1,699	1,555	2,835
TOTAL COMPENSATION	10	12,162	16,615	17,035	21,548
AGE	10	31	36	34	42
YEARS OF EDUCATION	10	13	15	16	16
YEARS WITH PRESENT BANK	10	3	6	6	8
YEARS IN POSITION	10	2	3	3	4
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	10	4	19	7	11
ASSET SIZE (MILLIONS)	10	$73.0	$79.7	$80.6	$87.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$24,850	$28,501	$27,750	$32,350
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	24,850	29,778	28,100	37,050
AGE	14	39	45	43	50
YEARS OF EDUCATION	14	16	15	16	16
YEARS WITH PRESENT BANK	14	11	14	15	16
YEARS IN POSITION	14	2	4	4	5
REPORTING LEVEL	14	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	5	20	9	17
ASSET SIZE (MILLIONS)	14	$77.2	$82.6	$84.7	$90.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$19,900	$23,203	$22,200	$25,700
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	23	19,900	24,537	22,200	27,250
AGE	23	40	47	46	55
YEARS OF EDUCATION	23	14	15	16	16
YEARS WITH PRESENT BANK	23	3	10	8	14
YEARS IN POSITION	23	2	6	4	8
REPORTING LEVEL	23	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	15	1	12	3	5
ASSET SIZE (MILLIONS)	23	$66.0	$77.5	$80.0	$86.9

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$14,750	$16,431	$16,800	$18,120
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	14,750	16,641	17,000	18,120
AGE	15	30	36	34	38
YEARS OF EDUCATION	15	13	15	16	16
YEARS WITH PRESENT BANK	15	2	8	5	13
YEARS IN POSITION	15	2	3	2	4
REPORTING LEVEL	15	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	1	23	1	34
ASSET SIZE (MILLIONS)	15	$68.0	$79.8	$81.2	$92.4

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$20,950	$23,908	$24,175	$25,875
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	22,450	25,350	24,731	28,630
AGE	6	34	39	38	43
YEARS OF EDUCATION	6	16	16	16	16
YEARS WITH PRESENT BANK	6	4	5	5	6
YEARS IN POSITION	6	4	5	5	5
REPORTING LEVEL	6	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	6	9	9	12
ASSET SIZE (MILLIONS)	6	$74.0	$84.1	$86.7	$94.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$20.900	$27.293	$26.450	$29.245
BONUS	6	1.181	4.052	3.890	6.908
TOTAL COMPENSATION	16	23.906	28.812	26.810	31.515
AGE	16	36	42	39	49
YEARS OF EDUCATION	16	13	15	16	17
YEARS WITH PRESENT BANK	16	6	10	12	14
YEARS IN POSITION	16	2	5	4	8
REPORTING LEVEL	15	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	14	5	32	30	42
ASSET SIZE (MILLIONS)	16	$63.0	$76.7	$80.0	$86.9

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$11.400	$14.358	$14.500	$16.188
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	11.400	14.501	14.500	16.490
AGE	13	30	39	36	46
YEARS OF EDUCATION	13	12	13	13	14
YEARS WITH PRESENT BANK	13	3	6	4	7
YEARS IN POSITION	13	2	3	3	5
REPORTING LEVEL	12	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	1	2	1	2
ASSET SIZE (MILLIONS)	13	$68.8	$80.1	$84.4	$86.9

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$18,350	$22,777	$23,640	$26,550
BONUS	5	1,350	3,185	2,720	5,253
TOTAL COMPENSATION	17	18,350	23,714	24,180	27,980
AGE	17	35	44	43	53
YEARS OF EDUCATION	17	13	15	16	16
YEARS WITH PRESENT BANK	17	7	15	15	22
YEARS IN POSITION	17	3	8	5	13
REPORTING LEVEL	17	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	16	5	16	8	11
ASSET SIZE (MILLIONS)	17	$68.3	$78.5	$81.2	$86.9

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$13,800	$15,588	$15,000	$17,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	23	14,000	15,916	15,180	17,545
AGE	23	31	37	35	43
YEARS OF EDUCATION	23	12	14	13	16
YEARS WITH PRESENT BANK	23	3	8	7	15
YEARS IN POSITION	23	2	4	3	6
REPORTING LEVEL	23	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	10	2	17	5	5
ASSET SIZE (MILLIONS)	23	$68.0	$78.2	$81.2	$87.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$13.875	$17.324	$16.150	$20.100
BONUS	5	949	1.590	1.400	2.327
TOTAL COMPENSATION	18	13.875	17.766	16.775	20.325
AGE	18	33	42	44	53
YEARS OF EDUCATION	18	12	14	15	16
YEARS WITH PRESENT BANK	18	3	9	8	14
YEARS IN POSITION	18	3	6	7	9
REPORTING LEVEL	16	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	11	1	1	1	2
ASSET SIZE (MILLIONS)	18	$67.5	$76.8	$80.0	$85.4

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$16.425	$19.985	$17.750	$21.350
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	16.550	21.849	17.750	21.350
AGE	8	28	36	33	44
YEARS OF EDUCATION	8	16	16	16	16
YEARS WITH PRESENT BANK	8	2	4	3	8
YEARS IN POSITION	8	2	3	3	4
REPORTING LEVEL	8	4	3	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$63.7	$75.1	$79.0	$84.9

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$18.000	$20.564	$19.200	$23.300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	18.000	20.775	19.660	23.300
AGE	15	35	43	40	56
YEARS OF EDUCATION	15	14	15	16	16
YEARS WITH PRESENT BANK	15	4	13	12	17
YEARS IN POSITION	15	1	6	5	12
REPORTING LEVEL	15	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	1	2	1	4
ASSET SIZE (MILLIONS)	15	$62.0	$79.2	$84.4	$87.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$19.250	$22.906	$21.060	$24.090
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	17	19.250	23.379	21.750	25.190
AGE	17	38	43	42	48
YEARS OF EDUCATION	17	13	14	14	16
YEARS WITH PRESENT BANK	17	4	11	9	16
YEARS IN POSITION	17	3	5	4	6
REPORTING LEVEL	17	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	17	2	13	6	8
ASSET SIZE (MILLIONS)	17	$68.8	$80.0	$82.4	$87.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$16.000	$19.403	$18.000	$23.500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	16.000	20.133	18.150	23.800
AGE	15	44	49	52	56
YEARS OF EDUCATION	15	12	13	12	16
YEARS WITH PRESENT BANK	15	4	12	10	19
YEARS IN POSITION	15	2	4	3	4
REPORTING LEVEL	15	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	10	2	16	4	6
ASSET SIZE (MILLIONS)	15	$62.0	$78.2	$81.2	$92.4

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$15.000	$14.814	$15.600	$16.080
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	15.000	15.014	15.600	16.920
AGE	7	30	38	37	50
YEARS OF EDUCATION	7	12	14	12	16
YEARS WITH PRESENT BANK	7	3	9	10	11
YEARS IN POSITION	7	1	4	3	7
REPORTING LEVEL	7	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$81.2	$86.8	$87.0	$92.4

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$11,800	$14,596	$14,520	$17,800
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	11,800	14,723	14,520	17,800
AGE	11	37	45	46	53
YEARS OF EDUCATION	11	12	12	12	12
YEARS WITH PRESENT BANK	11	8	17	21	23
YEARS IN POSITION	11	3	6	4	8
REPORTING LEVEL	11	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	10	4	21	6	22
ASSET SIZE (MILLIONS)	11	$68.0	$78.2	$81.2	$87.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$10,500	$10,960	$10,800	$11,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	10,500	11,400	10,800	12,600
AGE	5	26	27	27	29
YEARS OF EDUCATION	5	16	16	16	16
YEARS WITH PRESENT BANK	5	2	2	2	3
YEARS IN POSITION	5	1	1	1	2
REPORTING LEVEL	5	6	4	4	3
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	5	$62.4	$73.9	$68.7	$88.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$18,630	$23,205	$22,020	$27,770
BONUS	11	1,019	3,552	3,306	5,000
TOTAL COMPENSATION	25	18,630	24,768	22,511	32,300
AGE	25	38	45	44	52
YEARS OF EDUCATION	25	12	14	15	16
YEARS WITH PRESENT BANK	25	5	16	13	27
YEARS IN POSITION	25	3	6	3	11
REPORTING LEVEL	25	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	23	19	56	58	78
ASSET SIZE (MILLIONS)	25	$67.0	$78.0	$80.0	$86.9

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$16,800	$21,067	$20,350	$26,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	16,925	21,150	20,350	26,125
AGE	6	38	46	42	55
YEARS OF EDUCATION	6	12	14	14	16
YEARS WITH PRESENT BANK	6	4	13	10	21
YEARS IN POSITION	6	2	5	2	8
REPORTING LEVEL	6	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	5	8	8	10
ASSET SIZE (MILLIONS)	6	$63.7	$73.2	$73.5	$84.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$13,350	$14,440	$14,400	$15,550
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	13,350	14,440	14,400	15,550
AGE	5	30	35	33	42
YEARS OF EDUCATION	5	12	14	12	16
YEARS WITH PRESENT BANK	5	2	4	2	7
YEARS IN POSITION	5	2	2	2	4
REPORTING LEVEL	5	4	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$61.5	$72.7	$69.0	$85.7

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$12,750	$17,306	$16,100	$20,610
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	18	12,750	17,506	16,100	20,648
AGE	18	36	43	43	49
YEARS OF EDUCATION	18	12	15	16	16
YEARS WITH PRESENT BANK	18	4	10	7	17
YEARS IN POSITION	18	2	4	3	5
REPORTING LEVEL	17	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	15	1	24	3	30
ASSET SIZE (MILLIONS)	18	$79.1	$83.0	$85.7	$89.8

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$15,280	$22,252	$20,700	$30,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	16,159	23,255	21,756	31,100
AGE	5	32	36	38	40
YEARS OF EDUCATION	5	15	16	16	16
YEARS WITH PRESENT BANK	5	7	10	11	14
YEARS IN POSITION	5	2	3	3	4
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$74.0	$82.3	$81.2	$91.2

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$15,970	$20,496	$20,000	$25,270
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	16,370	21,342	20,967	26,502
AGE	5	39	47	48	56
YEARS OF EDUCATION	5	13	14	15	16
YEARS WITH PRESENT BANK	5	6	11	8	18
YEARS IN POSITION	5	4	7	6	12
REPORTING LEVEL	5	5	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$80.6	$85.1	$84.4	$90.1

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$21,000	$26,469	$24,000	$34,800
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	21,700	26,969	25,335	34,800
AGE	15	42	50	46	60
YEARS OF EDUCATION	14	16	16	16	18
YEARS WITH PRESENT BANK	15	4	11	9	18
YEARS IN POSITION	15	3	8	7	10
REPORTING LEVEL	15	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	2	13	4	8
ASSET SIZE (MILLIONS)	15	$69.0	$81.0	$82.4	$92.4

GEOGRAPHIC REGION: 8
ASSET SIZE: $ 50 TO $ 99 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$11,730	$14,867	$14,700	$18,450
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	11,880	15,222	14,900	18,450
AGE	9	34	43	42	54
YEARS OF EDUCATION	9	12	13	12	15
YEARS WITH PRESENT BANK	9	3	8	5	12
YEARS IN POSITION	9	2	5	4	8
REPORTING LEVEL	9	5	4	3	3
TOTAL EMPLOYEES SUPERVISED	9	2	3	3	4
ASSET SIZE (MILLIONS)	9	$72.8	$83.0	$86.5	$90.1

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $100 TO $249 MILLION

Of the 221 banks submitting data for the Mountain region, 19 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Advertising Officer
Top Bank Investment Officer
Bond Department Manager
Top Branch Administration Officer
Branch Manager-Large
Branch Manager-Medium
Top Correspondent Bank Officer
Top International Banking Officer
Officer Trainee (Master's Degree)
Portfolio Manager
Top Security Officer
Training Director

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$50.000	$61.426	$64.800	$69.000
BONUS	10	2.675	8.154	8.638	11.055
TOTAL COMPENSATION	19	57.500	65.718	70.000	74.775
AGE	19	47	52	52	57
YEARS OF EDUCATION	19	16	16	16	16
YEARS WITH PRESENT BANK	19	6	17	20	24
YEARS IN POSITION	19	2	6	5	9
REPORTING LEVEL	19	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	16	125	174	160	252
ASSET SIZE (MILLIONS)	19	$118.0	$153.9	$143.0	$185.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$37.000	$41.684	$41.000	$48.000
BONUS	8	1.442	4.242	5.275	6.035
TOTAL COMPENSATION	17	37.650	43.680	45.000	48.500
AGE	17	40	46	43	51
YEARS OF EDUCATION	16	16	16	16	16
YEARS WITH PRESENT BANK	17	8	14	14	21
YEARS IN POSITION	17	2	4	3	4
REPORTING LEVEL	17	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	15	48	132	100	229
ASSET SIZE (MILLIONS)	17	$121.0	$158.1	$152.3	$193.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$34,250	$36,620	$36,600	$39,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	34,250	37,320	37,500	40,300
AGE	5	40	45	47	49
YEARS OF EDUCATION	5	15	16	16	18
YEARS WITH PRESENT BANK	5	2	9	9	16
YEARS IN POSITION	5	2	4	4	7
REPORTING LEVEL	5	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	5	23	82	87	140
ASSET SIZE (MILLIONS)	5	$118.0	$166.0	$162.2	$216.1

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$14,850	$17,183	$16,750	$19,050
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	14,850	17,617	17,750	19,400
AGE	6	29	36	32	44
YEARS OF EDUCATION	6	14	15	15	16
YEARS WITH PRESENT BANK	6	4	5	5	6
YEARS IN POSITION	6	2	3	3	4
REPORTING LEVEL	6	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	4	6	7	8
ASSET SIZE (MILLIONS)	6	$122.5	$134.8	$135.5	$145.4

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$17,950	$22,269	$21,600	$27,600
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	18,013	22,633	21,600	27,600
AGE	13	42	51	52	61
YEARS OF EDUCATION	13	16	16	16	16
YEARS WITH PRESENT BANK	13	2	6	4	7
YEARS IN POSITION	13	2	3	2	4
REPORTING LEVEL	13	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	1	3	2	3
ASSET SIZE (MILLIONS)	13	$114.0	$156.4	$152.3	$193.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$12,157	$16,865	$16,650	$19,725
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	12,157	16,880	16,650	19,756
AGE	8	35	51	56	63
YEARS OF EDUCATION	8	14	15	16	16
YEARS WITH PRESENT BANK	8	3	12	9	21
YEARS IN POSITION	8	2	5	3	10
REPORTING LEVEL	8	5	4	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$135.2	$167.0	$147.6	$206.4

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$15,000	$17,429	$16,900	$20,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	15,000	17,957	17,201	20,700
AGE	6	30	37	34	48
YEARS OF EDUCATION	7	14	15	16	16
YEARS WITH PRESENT BANK	7	6	9	7	11
YEARS IN POSITION	7	2	3	3	5
REPORTING LEVEL	7	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	6	4	7	6	11
ASSET SIZE (MILLIONS)	7	$135.0	$150.5	$143.0	$162.2

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$29,499	$33,145	$31,400	$36,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	29,900	33,854	31,824	36,750
AGE	15	38	45	42	50
YEARS OF EDUCATION	15	12	15	16	16
YEARS WITH PRESENT BANK	15	4	13	10	21
YEARS IN POSITION	15	2	4	3	5
REPORTING LEVEL	15	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	6	14	9	15
ASSET SIZE (MILLIONS)	15	$124.0	$152.6	$143.0	$185.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$20,600	$24,462	$23,500	$26,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	19	20,600	24,849	24,478	26,500
AGE	19	35	46	48	53
YEARS OF EDUCATION	19	16	16	16	16
YEARS WITH PRESENT BANK	19	3	13	10	21
YEARS IN POSITION	19	3	6	4	6
REPORTING LEVEL	19	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	1	3	2	3
ASSET SIZE (MILLIONS)	19	$118.0	$153.9	$143.0	$185.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$15,000	$16,334	$16,440	$18,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	15,000	16,544	16,440	18,000
AGE	15	29	35	33	39
YEARS OF EDUCATION	14	12	15	16	16
YEARS WITH PRESENT BANK	15	3	7	4	6
YEARS IN POSITION	14	2	2	2	3
REPORTING LEVEL	14	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	15	$111.5	$148.1	$143.0	$170.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$21.315	$24.237	$26.400	$27.500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	21.315	24.928	26.400	28.350
AGE	9	41	45	46	50
YEARS OF EDUCATION	9	15	15	16	16
YEARS WITH PRESENT BANK	9	3	9	5	15
YEARS IN POSITION	9	2	3	2	3
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	2	18	14	32
ASSET SIZE (MILLIONS)	9	$135.5	$155.6	$152.3	$177.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$24.625	$30.207	$32.125	$34.925
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	25.083	30.933	32.125	34.985
AGE	12	38	46	47	52
YEARS OF EDUCATION	12	15	16	16	18
YEARS WITH PRESENT BANK	12	3	10	8	16
YEARS IN POSITION	12	1	4	3	8
REPORTING LEVEL	12	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	12	3	22	7	19
ASSET SIZE (MILLIONS)	12	$135.0	$168.8	$157.2	$210.7

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$12,700	$14,882	$14,160	$18,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	12,700	15,100	14,610	18,000
AGE	16	32	41	39	52
YEARS OF EDUCATION	16	12	14	14	16
YEARS WITH PRESENT BANK	16	2	4	3	5
YEARS IN POSITION	16	1	3	2	2
REPORTING LEVEL	15	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	14	2	4	4	6
ASSET SIZE (MILLIONS)	16	$126.7	$160.1	$147.9	$197.7

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$20,225	$26,299	$25,780	$32,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	20,225	26,985	26,979	32,750
AGE	16	38	45	46	53
YEARS OF EDUCATION	16	14	15	16	16
YEARS WITH PRESENT BANK	16	5	12	11	20
YEARS IN POSITION	16	2	4	4	6
REPORTING LEVEL	16	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	16	8	17	14	31
ASSET SIZE (MILLIONS)	16	$122.2	$158.6	$147.9	$197.7

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$13,596	$15,906	$14,600	$19,050
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	17	13,625	16,270	14,610	19,550
AGE	17	30	37	35	42
YEARS OF EDUCATION	17	12	13	12	15
YEARS WITH PRESENT BANK	17	3	7	5	7
YEARS IN POSITION	17	2	4	3	5
REPORTING LEVEL	16	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	7	1	8	8	9
ASSET SIZE (MILLIONS)	17	$121.0	$156.6	$143.0	$193.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$17,200	$20,213	$19,800	$23,390
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	18,475	20,665	19,800	24,046
AGE	9	31	39	39	47
YEARS OF EDUCATION	9	14	15	16	16
YEARS WITH PRESENT BANK	9	2	5	3	10
YEARS IN POSITION	9	1	2	2	3
REPORTING LEVEL	8	4	3	2	2
TOTAL EMPLOYEES SUPERVISED	8	1	3	3	4
ASSET SIZE (MILLIONS)	9	$121.0	$157.2	$143.0	$191.8

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$17.625	$21.646	$21.725	$24.780
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	17.625	21.677	21.725	24.780
AGE	7	31	42	32	59
YEARS OF EDUCATION	8	13	15	16	16
YEARS WITH PRESENT BANK	8	2	8	3	18
YEARS IN POSITION	8	1	3	2	3
REPORTING LEVEL	8	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	1	3	3	5
ASSET SIZE (MILLIONS)	8	$116.2	$148.8	$144.4	$181.2

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$18.900	$22.720	$24.000	$27.500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	19.025	23.117	24.400	27.500
AGE	15	37	45	45	56
YEARS OF EDUCATION	15	14	15	16	16
YEARS WITH PRESENT BANK	15	2	10	8	16
YEARS IN POSITION	15	2	5	2	6
REPORTING LEVEL	15	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	2	5	3	6
ASSET SIZE (MILLIONS)	15	$111.5	$157.7	$152.3	$202.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$23,725	$28,153	$27,730	$32,550
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	18	24,325	28,527	27,730	32,550
AGE	18	39	44	45	48
YEARS OF EDUCATION	18	14	15	16	16
YEARS WITH PRESENT BANK	18	3	11	9	15
YEARS IN POSITION	18	2	4	5	6
REPORTING LEVEL	18	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	18	4	10	7	18
ASSET SIZE (MILLIONS)	18	$116.3	$154.9	$147.6	$189.2

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$17,550	$19,984	$18,450	$23,525
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	17,550	20,195	19,584	23,525
AGE	16	32	38	36	46
YEARS OF EDUCATION	16	13	15	16	16
YEARS WITH PRESENT BANK	16	4	7	8	10
YEARS IN POSITION	16	2	3	3	4
REPORTING LEVEL	15	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	7	1	6	3	12
ASSET SIZE (MILLIONS)	16	$117.3	$157.5	$147.6	$197.7

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$12.375	$14.935	$14.100	$17.100
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	12.375	15.021	14.350	17.100
AGE	14	29	33	32	34
YEARS OF EDUCATION	13	14	15	16	17
YEARS WITH PRESENT BANK	14	3	5	4	6
YEARS IN POSITION	14	2	2	2	2
REPORTING LEVEL	14	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	14	$132.2	$166.0	$157.5	$204.9

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$11.700	$13.215	$12.300	$14.940
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	11.700	13.342	13.000	14.940
AGE	15	29	42	44	54
YEARS OF EDUCATION	15	12	12	12	12
YEARS WITH PRESENT BANK	15	4	13	10	22
YEARS IN POSITION	15	1	2	2	3
REPORTING LEVEL	15	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	4	10	6	9
ASSET SIZE (MILLIONS)	15	$118.0	$157.7	$136.0	$202.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$9,900	$11,132	$10,710	$12,275
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	10	9,900	11,132	10,710	12,275
AGE	9	24	26	25	29
YEARS OF EDUCATION	10	16	16	16	16
YEARS WITH PRESENT BANK	10	1	5	2	4
YEARS IN POSITION	10	1	2	2	2
REPORTING LEVEL	10	5	5	5	5
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	10	$141.2	$174.4	$161.4	$216.9

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$25,895	$28,565	$28,200	$29,925
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	26,100	29,266	28,200	33,920
AGE	16	37	42	40	48
YEARS OF EDUCATION	16	13	15	16	16
YEARS WITH PRESENT BANK	16	2	11	11	18
YEARS IN POSITION	16	1	3	3	5
REPORTING LEVEL	16	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	16	67	83	88	110
ASSET SIZE (MILLIONS)	16	$119.5	$159.1	$152.5	$197.7

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$18,200	$20,480	$19,800	$23,100
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	18,400	20,560	19,800	23,100
AGE	5	35	37	35	41
YEARS OF EDUCATION	5	14	15	16	16
YEARS WITH PRESENT BANK	5	4	10	9	17
YEARS IN POSITION	5	2	2	2	4
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	6	12	13	17
ASSET SIZE (MILLIONS)	5	$131.1	$162.4	$152.8	$198.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$11,500	$14,130	$15,052	$16,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	11,500	14,510	15,052	17,250
AGE	5	28	36	34	4[illegible]
YEARS OF EDUCATION	5	12	14	14	17
YEARS WITH PRESENT BANK	5	5	10	9	15
YEARS IN POSITION	5	2	3	3	4
REPORTING LEVEL	5	5	4	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$123.0	$159.0	$152.3	$198.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$17,700	$20,693	$20,200	$24,850
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	18	17,950	20,942	20,200	25,025
AGE	18	32	42	40	51
YEARS OF EDUCATION	17	13	15	16	16
YEARS WITH PRESENT BANK	18	4	9	7	16
YEARS IN POSITION	18	2	5	4	6
REPORTING LEVEL	18	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	18	2	5	3	6
ASSET SIZE (MILLIONS)	18	$120.8	$155.9	$147.6	$189.2

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$27,700	$31,577	$30,000	$35,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	27,700	32,468	30,000	38,180
AGE	15	39	46	44	52
YEARS OF EDUCATION	15	16	17	17	18
YEARS WITH PRESENT BANK	15	6	12	10	16
YEARS IN POSITION	15	2	5	4	8
REPORTING LEVEL	15	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	4	11	10	15
ASSET SIZE (MILLIONS)	15	$111.5	$157.3	$143.0	$202.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$13.600	$17.145	$16.600	$20.000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	13.600	17.544	16.600	20.000
AGE	13	36	40	39	44
YEARS OF EDUCATION	13	12	14	13	16
YEARS WITH PRESENT BANK	13	5	11	6	18
YEARS IN POSITION	13	2	3	2	4
REPORTING LEVEL	13	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	3	5	5	6
ASSET SIZE (MILLIONS)	13	$135.0	$165.4	$152.8	$207.8

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $250 TO $499 MILLION

Of the 221 banks submitting data for the Mountain region, three banks were in the $250 to $499 Million asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 41 positions in this asset size category.

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $500 to $999 MILLION

Of the 221 banks submitting data for the Mountain region, four banks were in the $500 to $999 Million asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 41 positions in this asset size category.

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $1 BILLION AND OVER

Of the 221 banks submitting data for the Mountain region, four banks were in the $1 Billion and Over asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 41 positions in the asset size category.

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1979 Bank Officer Cash Compensation Survey

A report prepared for
Bank Administration Institute's
Human Resources Commission

By

Charles M. McCurry
Director, Human Resource Programs

Bank Administration Institute

Park Ridge, Illinois

Bank Administration Institute

Bank Administration Institute is a not-for-profit corporation whose broad goals are to help bank administrators achieve high levels of professional effectiveness and to help solve significant banking problems. These goals are pursued through programs of research and development, education, and technical assistance.

Founded in 1924, the Institute is today the largest technical banking association in the world. It is governed by a Board of Directors. Responsibility for management of the Institute's activities within a framework of policy established by the Board rests with the President, who is assisted by a staff located in Park Ridge, Illinois.

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Human Resources Commission

1979-1980

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Introductory Note

Data for your individual region begins on the page indicated by a shaded edge.

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- All Regions Combined
- Your Geographic Region

Conducting the Survey

This is the eighth national bank officer salary survey conducted by the Human Resources Commission of Bank Administration Institute. Survey forms were mailed to BAI members in April, 1979. A total of 3,203 banks provided usable returns. These banks ranged in asset size from under $10 million to over $1 billion.

Several changes were made in this year's survey. In addition to reporting current salary data, for the first time in the 15-year history of the study, banks were asked to provide information on annual bonuses. This was done to ensure that officers' total direct compensation is fully summarized.

Other changes in this year's survey include:

- Revising the list of survey positions, as follows:

  Eighteen positions were surveyed for banks under $50 million in assets. Forty-one positions were surveyed for banks $50 million and over in assets.

- Expanding the survey results to include 25th percentile, mean, median, and 75th percentile data.

- Requesting data on the following pay-related information:

  Reporting level

  Number of employees supervised

  Age

  Years with bank

  Years in present position

  Education.

Geographic Region and Asset Size

The data were gathered and sorted by geographic region and asset size. States that comprise the nine geographic regions are listed below. Also listed are the number of participating banks and the number of officers surveyed in each region. The following sections of this report include the results for all

regions combined (national) and for your region. Reports for banks in other geographic regions are available on request from BAI (see enclosed order form).

Participating Banks	Number of Officers Surveyed	Regions	States	
112	1,360	I. New England	Connecticut Maine Massachusetts	New Hampshire Rhode Island Vermont
211	3,051	II. Mid-Atlantic	New Jersey New York	Pennsylvania
431	4,560	III. South-Atlantic	Delaware Florida Georgia Maryland North Carolina	South Carolina Virginia Washington, D.C. West Virginia
818	8,085	IV. East-North Central	Illinois Indiana Michigan	Ohio Wisconsin
190	1,819	V. East-South Central	Alabama Kentucky	Mississippi Tennessee
600	4,234	VI. West-North Central	Iowa Kansas Minnesota Missouri	Nebraska North Dakota South Dakota
434	4,115	VII. West-South Central	Arkansas Louisiana	Oklahoma Texas
221	2,140	VIII. Mountain	Arizona Colorado Idaho Montana	New Mexico Nevada Utah Wyoming
124	1,425	IX. Pacific	Alaska California Hawaii	Oregon Washington
3,141*	30,789*			

*Of the 3,203 banks providing usable returns, 62 banks did not report their geographic region; therefore, data for their 350 officer positions were included only in the results for all regions combined (national).

Banks in each geographic region were divided into 10 asset size categories. The 10 categories and the number of banks in each category are listed below by geographic region. No tables are presented when less than five banks participated in any resource category.

Total Assets	Total*	Geographic Region I	II	III	IV	V	VI	VII	VIII	IX
1. $1 Billion and over	78	3	19	16	15	2	5	6	4	8
2. $500 to $999 million	54	2	13	10	9	4	3	7	4	2
3. $250 to $499 million	106	7	24	17	26	3	5	15	3	6
4. $100 to $249 million	353	17	48	52	103	21	30	47	19	16
5. $50 to $99 million	426	20	36	57	128	25	66	51	27	16
6. $40 to $49 million	347	19	20	46	107	17	45	54	24	15
7. $30 to $39 million	373	11	15	45	93	25	80	64	23	17
8. $20 to $29 million	457	11	18	68	110	42	91	74	30	13
9. $10 to $19 million	624	18	14	90	163	36	154	72	60	17
10. Less than $10 million	323	4	4	30	64	15	121	44	27	14

*The 62 banks that did not report geographic region are not included in these results.

Officer Positions Surveyed

The 18 positions surveyed in banks under $50 million in asset size and the 41 positions surveyed in banks $50 million and over in asset size are listed below. Positions new to this year's survey are marked with an asterisk (*).

Banks Under $50 Million in Asset Size

Chief Executive Officer
Second Ranking Officer
Branch Manager—Large
Branch Manager—Small
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
*Instalment Loan Collector
Top Instalment Loan Officer
Junior Instalment Loan Officer
Top Internal Auditing Officer
*General Loan Officer
*Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Operations Officer
Top Personnel Officer
Top Trust Department Officer

Banks $50 Million and Over in Asset Size

*Chief Executive Officer
*Second Ranking Officer
*Top Administrative Officer
Top Advertising Officer
Top Bank Investment Officer
*Bond Department Manager
Top Branch Administration Officer
Branch Manager—Large
Branch Manager—Medium
Branch Manager—Small
Top Business Development Officer
*Business Development Officer
Commercial Credit Department Manager
*Commercial Loan Department Manager
Commercial Loan Officer
Junior Commercial Loan Officer
Top Correspondent Bank Officer
Top EDP Officer
Top Financial Officer

*New position

Instalment Loan Collection Manager
*Instalment Loan Department Manager
Instalment Loan Officer
Top Internal Auditing Officer
Top International Banking Officer
*Loan Review Officer
Marketing Director
*Mortgage Loan Department Manager
Mortgage Loan Officer
*Junior Mortgage Loan Officer
*New Accounts Officer/ Representative
Officer Trainee (Master's Degree)
Officer Trainee (Bachelor's Degree Only)
Top Operations Officer
*Personal Banking Manager
*Personal Banking Officer
Top Personnel Officer
*Portfolio Manager
Top Security Officer
Training Director
Top Trust Department Officer
Trust Operations Manager

*New position

Survey Analysis

The following sections of this report contain tables, like the one shown below, which summarize the survey data. There is one table for each position in each bank asset size category in your geographic region, as well as one table for each position in each bank asset size category for all geographic regions combined.

The top portion of each table shows 25th percentile, mean, median, and 75th percentile base salary, bonus, and total compensation information.

Commercial Loan Officer
Hypothetical Survey Results

	Cases	25th	Mean	Median	75th
Base Salary[1]	34	$13,200	$18,390	$18,761	$25,683
Bonus[2]	13	790	921	972	1,000
Total Compensation[3]	34	13,500	18,949	19,500	26,000
Age	34	25	34	31	59
Years of Education	34	12	16	16	18
Years with Present Bank	34	2	9	6	33
Years in Position	34	1	6	4	28
Reporting Level	34	7	5	4	3
Total Employees Supervised	34	0	1	0	3
Asset Size (Millions)	34	$43.7	$45.8	$46.2	$48.5

[1] *Base Salary* information summarizes the range of base salaries reported by bonus-paying and nonbonus-paying banks combined.

[2] *Bonus* information summarizes the range of bonus awards in bonus-paying banks only.

[3] *Total compensation* information combines base salaries in nonbonus-paying banks with total compensation levels (i.e., base salaries plus bonus awards) in bonus-paying banks.

Because some banks did not report paying bonuses, the reported base salary information plus the reported bonus information may not equal the reported total compensation information.

The bottom portion of each table summarizes pay-related information (i.e., age, education, and so on) collected in the survey. This information is provided to assist you in evaluating your bank's actual pay levels. For example, actual pay levels for one of your bank's officers may be above the survey median compensation levels *because* your officer is older, has greater educa-

tion, years of service and time in position, is at a higher reporting level, and supervises more employees than the median of officers surveyed in his or her position.

The remainder of this section discusses two hypothetical examples, which more fully illustrate the use of this year's survey data.

Hypothetical Example 1

Compare the following data for a *hypothetical* commercial loan officer in your bank with the *hypothetical* survey results for commercial loan officers shown in the sample table on page 5.

Position:	Commercial Loan Officer
Base Salary	$24,500
Bonus	—
Total Compensation	$24,500
Age	45
Education	16
Years with Bank	12
Years in Position	10
Reporting Level	3
Total Employees Supervised	5
Bank Asset Size (Millions)	$47.0

Since your bank's hypothetical commercial loan officer did not receive a bonus, you should compare his or her total compensation of $24,500 with the range of total compensation shown in the sample table. Your bank's commercial loan officer appears to be paid well above the survey median of $19,500, and below the survey 75th percentile of $26,000. However, before concluding that your bank's commercial loan officer is overpaid, consider the following pay-related information:

1. *Age.* At 45 years, your officer is midway between the survey median of 31 and the survey 75th percentile of 59.
2. *Education.* At 16 years, your officer is at the survey median of 16.
3. *Years with bank.* At 12 years, your officer is above the survey median of 6, but well below the survey 75th percentile of 33.
4. *Years in position.* At 10 years, your officer is above the survey median of 4 years, but well below the survey 75th percentile of 28.
5. *Reporting level.* At 3, your officer is at the survey 75th percentile of 3.
6. *Total employees supervised.* At 5, your officer is above the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer probably is not overpaid. This officer is (1) above the survey 75th percentile in total number of employees supervised, (2) at the survey 75th percentile in reporting level; (3) between the survey median and survey 75th percentile in age, years with the bank, years in position, and bank asset size; and (4) at the survey median in education. Thus, this officer's total compensation of $24,500 appears to be justifiable.

Hypothetical Example 2

Let's consider a second *hypothetical* example. Suppose your bank's commercial loan officer has the following characteristics:

Position:	Commercial Loan Officer
Base Salary	$16,000
Bonus	1,600
Total Compensation	$17,600
Age	31
Education	18 (MBA)
Years with Bank	4
Years in Position	4
Reporting Level	4
Total Employees Supervised	3
Bank Asset Size (Millions)	$47.0

This commercial loan officer's base salary of $16,000 falls between the survey 25th percentile of $13,200 and the survey mean of $18,390. His or her total compensation of $17,600 falls between the survey 25th percentile base salary plus survey 25th percentile bonus of $13,990 and the survey mean base salary plus mean bonus of $19,311. Thus, this officer appears to be underpaid in both base salary and total compensation. This conclusion is reinforced by the following pay-related information:

1. *Age.* At 31, your officer is at the survey 75th percentile of 18.
2. *Education.* At 18 (MBA), your officer is at the survey 75th percentile of 18.
3. *Years with bank.* At 4, your officer is between the survey 25th percentile of 2 and the survey median of 6.
4. *Years in position.* At 4, your officer is at the survey median of 4.
5. *Reporting level.* At 4, your officer is at the survey median of 4.
6. *Total employees supervised.* At 3, your officer is at the survey 75th percentile of 3.
7. *Bank asset size.* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th percentile of $48.5 million.

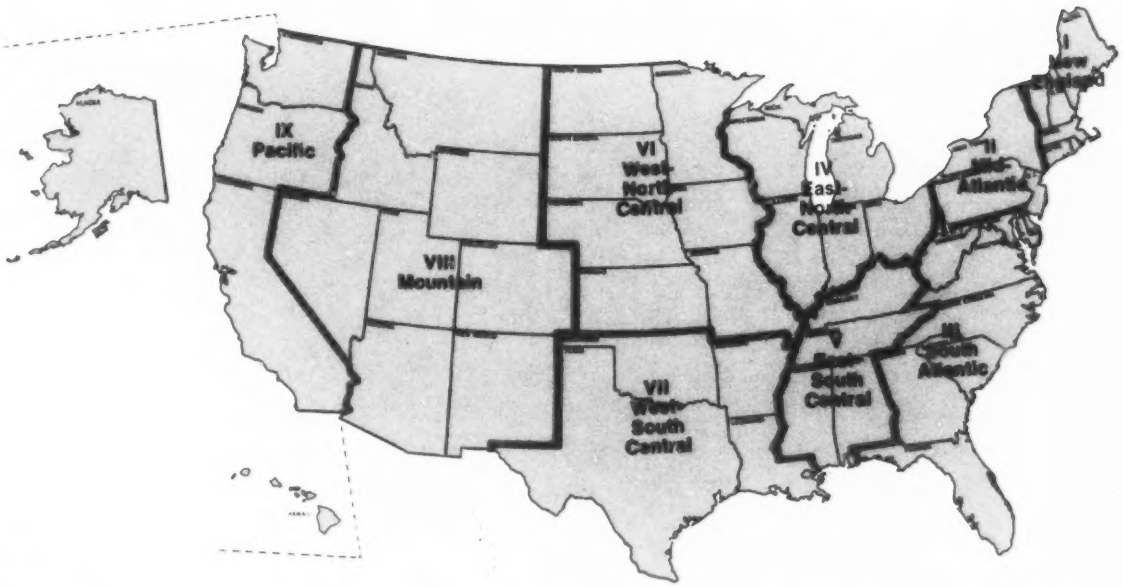
Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably underpaid. This officer is (1) at the survey 75th percentile in education and total employees supervised; (2) between

the survey median and survey 75th percentile in bank asset size; (3) at the survey median in age, years in position, and reporting level; and (4) between the survey 25th percentile and survey mean only in years with the bank. Thus, it would be justifiable to pay this officer at the survey median total compensation level of $19,500. In fact, you might decide that he or she is better qualified and has more responsibility than the median survey commercial loan officer, and should be paid above the survey median total compensation level.

Cash Compensation Data

All Regions Combined

- Banks Under $50 Millions in Asset Size
- Banks $50 Million and Over in Asset Size



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ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: LESS THAN $10 MILLION

Of the 3,203 banks submitting data for the national survey results, 332 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Mortgage Loan Officer
Top Trust Department Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	328	$20,640	$25,608	$25,000	$30,306
BONUS	212	1,500	5,480	3,200	7,864
TOTAL COMPENSATION	328	22,850	29,149	28,100	34,000
AGE	319	40	48	47	56
YEARS OF EDUCATION	326	14	15	16	16
YEARS WITH PRESENT BANK	322	3	13	7	19
YEARS IN POSITION	322	3	8	5	11
REPORTING LEVEL	327	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	322	5	9	8	12
ASSET SIZE (MILLIONS)	328	$5.4	$6.6	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	271	$14,400	$17,682	$17,500	$20,500
BONUS	182	1,000	3,324	1,889	4,400
TOTAL COMPENSATION	271	16,000	19,915	19,200	23,000
AGE	264	32	41	40	49
YEARS OF EDUCATION	270	12	14	14	16
YEARS WITH PRESENT BANK	267	3	10	7	14
YEARS IN POSITION	262	2	5	3	7
REPORTING LEVEL	220	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	228	3	7	6	10
ASSET SIZE (MILLIONS)	271	$5.7	$6.8	$7.0	$8.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$9,021	$11,822	$10,500	$15,750
BONUS	8	478	593	550	869
TOTAL COMPENSATION	17	9,071	12,101	10,810	16,000
AGE	16	27	39	34	51
YEARS OF EDUCATION	15	12	13	12	14
YEARS WITH PRESENT BANK	16	3	6	4	8
YEARS IN POSITION	16	1	4	2	6
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	2	3	3	5
ASSET SIZE (MILLIONS)	17	$6.2	$7.0	$7.2	$8.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$6,740	$9,848	$11,760	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	7,115	10,090	11,760	12,231
AGE	5	43	54	47	70
YEARS OF EDUCATION	5	12	13	12	15
YEARS WITH PRESENT BANK	5	2	4	3	6
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$5.0	$7.0	$7.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,400	$23,092	$22,800	$27,000
BONUS	6	1,438	3,021	2,237	5,325
TOTAL COMPENSATION	11	18,500	24,739	22,800	29,500
AGE	11	33	43	41	52
YEARS OF EDUCATION	11	14	15	15	16
YEARS WITH PRESENT BANK	11	2	6	3	11
YEARS IN POSITION	11	2	5	3	5
REPORTING LEVEL	10	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	8	3	8	9	12
ASSET SIZE (MILLIONS)	11	$6.8	$7.5	$7.2	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,950	$13,718	$11,000	$18,844
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	10,450	14,298	11,000	19,794
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK			INSUFFICIENT DATA		
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$6.3	$7.1	$6.8	$8.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$9,625	$11,700	$12,000	$13,425
BONUS	11	350	1,356	1,500	1,720
TOTAL COMPENSATION	16	9,963	12,633	13,250	14,599
AGE	16	28	42	47	56
YEARS OF EDUCATION	16	12	13	12	14
YEARS WITH PRESENT BANK	16	3	13	7	28
YEARS IN POSITION	16	2	7	4	8
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	3	6	6	10
ASSET SIZE (MILLIONS)	16	$5.3	$7.1	$7.6	$8.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$7,800	$10,251	$9,564	$12,450
BONUS	6	536	900	849	1,180
TOTAL COMPENSATION	9	8,329	10,851	10,561	13,310
AGE	8	27	34	31	42
YEARS OF EDUCATION	9	12	14	14	15
YEARS WITH PRESENT BANK	9	2	3	2	4
YEARS IN POSITION	7	2	2	2	2
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	9	$6.2	$6.9	$7.0	$7.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$12,450	$16,419	$15,000	$18,500
BONUS	5	513	1,798	963	3,500
TOTAL COMPENSATION	22	12,450	16,827	15,000	19,200
AGE	21	29	35	35	41
YEARS OF EDUCATION	22	12	14	13	16
YEARS WITH PRESENT BANK	22	2	4	3	4
YEARS IN POSITION	21	2	2	2	3
REPORTING LEVEL	19	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	17	1	3	1	4
ASSET SIZE (MILLIONS)	22	$6.3	$7.6	$8.0	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$9,723	$11,992	$11,850	$14,300
BONUS	11	482	1,290	525	1,720
TOTAL COMPENSATION	24	10,600	12,583	12,357	15,018
AGE	22	29	33	34	36
YEARS OF EDUCATION	23	12	14	13	16
YEARS WITH PRESENT BANK	23	1	5	4	6
YEARS IN POSITION	23	1	2	2	2
REPORTING LEVEL	24	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	12	1	4	2	7
ASSET SIZE (MILLIONS)	24	$6.9	$7.6	$8.0	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$8,000	$10,090	$10,000	$12,000
BONUS	14	360	1,388	929	2,250
TOTAL COMPENSATION	19	9,120	11,113	10,400	12,600
AGE	17	32	41	39	47
YEARS OF EDUCATION	19	12	13	12	13
YEARS WITH PRESENT BANK	19	4	12	8	17
YEARS IN POSITION	17	2	4	3	5
REPORTING LEVEL	16	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	3	4	3	5
ASSET SIZE (MILLIONS)	19	$5.5	$7.0	$7.3	$8.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$12,000	$14,809	$14,100	$16,650
BONUS	39	750	1,872	1,440	2,400
TOTAL COMPENSATION	73	12,900	15,809	15,000	18,130
AGE	70	30	36	34	41
YEARS OF EDUCATION	72	12	14	15	16
YEARS WITH PRESENT BANK	73	2	5	3	7
YEARS IN POSITION	73	2	3	3	4
REPORTING LEVEL	66	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	51	2	5	4	6
ASSET SIZE (MILLIONS)	73	$6.5	$7.4	$7.8	$9.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$8,800	$10,531	$10,200	$12,000
BONUS	5	500	802	700	1,155
TOTAL COMPENSATION	11	9,200	10,895	10,200	13,000
AGE	11	24	27	26	28
YEARS OF EDUCATION	11	16	16	16	16
YEARS WITH PRESENT BANK	11	2	3	2	4
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	11	$6.0	$7.6	$7.8	$9.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	179	$10,500	$13,240	$12,600	$15,396
BONUS	102	600	1,673	1,000	2,000
TOTAL COMPENSATION	179	11,400	14,194	13,600	16,400
AGE	174	32	41	40	49
YEARS OF EDUCATION	179	12	13	12	14
YEARS WITH PRESENT BANK	178	3	10	8	14
YEARS IN POSITION	172	2	5	3	6
REPORTING LEVEL	163	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	163	4	7	6	9
ASSET SIZE (MILLIONS)	179	$6.0	$7.0	$7.3	$8.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: LESS THAN $10 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$7,365	$8,930	$9,600	$11,889
BONUS	6	569	1,279	1,530	1,770
TOTAL COMPENSATION	8	7,528	9,889	11,058	13,365
AGE	8	35	42	45	48
YEARS OF EDUCATION	8	12	13	12	12
YEARS WITH PRESENT BANK	8	5	10	8	16
YEARS IN POSITION	8	2	3	3	3
REPORTING LEVEL	6	4	3	4	2
TOTAL EMPLOYEES SUPERVISED	6	6	8	8	11
ASSET SIZE (MILLIONS)	8	$6.9	$8.4	$8.8	$9.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $10 TO $19 MILLION

Of the 3,203 banks submitting data for the national survey results, 651 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	648	$25,008	$31,035	$30,000	$35,000
BONUS	441	1,792	5,719	3,375	6,500
TOTAL COMPENSATION	648	28,115	34,926	33,000	38,683
AGE	632	41	49	49	57
YEARS OF EDUCATION	638	14	15	16	16
YEARS WITH PRESENT BANK	635	5	14	11	22
YEARS IN POSITION	624	4	8	7	12
REPORTING LEVEL	647	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	629	11	61	16	22
ASSET SIZE (MILLIONS)	648	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	564	$18,000	$21,658	$21,000	$24,330
BONUS	375	1,100	3,070	2,000	3,600
TOTAL COMPENSATION	564	19,200	23,699	22,500	26,305
AGE	539	36	44	42	50
YEARS OF EDUCATION	557	12	14	14	16
YEARS WITH PRESENT BANK	552	4	12	9	17
YEARS IN POSITION	535	3	6	5	8
REPORTING LEVEL	491	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	500	5	48	10	17
ASSET SIZE (MILLIONS)	564	$12.0	$14.5	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$12,000	$15,294	$15,666	$18,000
BONUS	13	397	1,153	538	1,952
TOTAL COMPENSATION	19	12,200	16,083	16,538	18,500
AGE	19	32	40	37	49
YEARS OF EDUCATION	18	12	14	14	15
YEARS WITH PRESENT BANK	19	2	6	5	6
YEARS IN POSITION	19	2	4	2	5
REPORTING LEVEL	17	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	18	4	10	8	13
ASSET SIZE (MILLIONS)	19	$13.0	$14.8	$14.5	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	114	$10,475	$13,489	$13,500	$16,000
BONUS	65	395	1,017	625	1,499
TOTAL COMPENSATION	114	11,048	14,069	14,000	16,525
AGE	110	31	40	37	48
YEARS OF EDUCATION	111	12	14	12	16
YEARS WITH PRESENT BANK	113	3	8	5	11
YEARS IN POSITION	109	2	4	3	5
REPORTING LEVEL	104	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	105	2	4	3	5
ASSET SIZE (MILLIONS)	114	$12.9	$15.3	$15.7	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$11,400	$17,501	$15,400	$20,000
BONUS	20	376	2,150	1,775	2,244
TOTAL COMPENSATION	35	11,400	18,730	16,927	24,000
AGE	34	33	43	41	50
YEARS OF EDUCATION	34	12	14	14	16
YEARS WITH PRESENT BANK	33	3	5	5	6
YEARS IN POSITION	33	2	4	3	6
REPORTING LEVEL	34	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	6	3	10
ASSET SIZE (MILLIONS)	35	$13.4	$14.9	$15.0	$17.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$18,000	$21,248	$20,750	$24,000
BONUS	31	1,125	2,746	2,200	3,000
TOTAL COMPENSATION	56	19,575	22,769	21,960	25,612
AGE	53	34	42	37	48
YEARS OF EDUCATION	54	14	15	16	16
YEARS WITH PRESENT BANK	54	2	6	4	10
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	52	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	2	7	4	7
ASSET SIZE (MILLIONS)	56	$14.0	$15.5	$16.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,000	$13,124	$12,000	$15,000
BONUS	28	313	1,580	919	1,700
TOTAL COMPENSATION	43	11,000	14,153	13,010	15,957
AGE	39	26	36	33	43
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	42	3	8	6	8
YEARS IN POSITION	41	2	3	2	3
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	23	1	4	2	7
ASSET SIZE (MILLIONS)	43	$13.0	$15.3	$15.9	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$10,200	$14,180	$13,500	$16,800
BONUS	38	526	1,652	1,004	1,778
TOTAL COMPENSATION	67	11,050	15,118	13,500	17,700
AGE	64	32	42	40	51
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	4	12	9	18
YEARS IN POSITION	63	2	5	3	6
REPORTING LEVEL	65	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	4	10	7	15
ASSET SIZE (MILLIONS)	67	$12.0	$15.0	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$9,000	$10,843	$10,350	$12,130
BONUS	21	368	1,308	1,000	1,225
TOTAL COMPENSATION	46	9,195	11,440	10,800	12,700
AGE	45	29	34	31	40
YEARS OF EDUCATION	45	12	14	13	15
YEARS WITH PRESENT BANK	46	2	6	3	8
YEARS IN POSITION	45	1	3	2	3
REPORTING LEVEL	40	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	12	1	6	3	10
ASSET SIZE (MILLIONS)	46	$13.9	$15.6	$15.8	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	187	$13,200	$15,929	$15,500	$18,100
BONUS	115	500	1,443	1,070	1,590
TOTAL COMPENSATION	187	13,910	16,816	16,000	19,600
AGE	178	30	37	34	42
YEARS OF EDUCATION	183	12	14	14	16
YEARS WITH PRESENT BANK	182	3	6	5	8
YEARS IN POSITION	177	2	4	3	5
REPORTING LEVEL	174	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	135	2	4	3	4
ASSET SIZE (MILLIONS)	187	$12.9	$15.1	$15.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	138	$10,017	$11,858	$11,962	$13,200
BONUS	85	408	904	724	1,112
TOTAL COMPENSATION	138	10,700	12,415	12,038	14,000
AGE	130	27	34	31	38
YEARS OF EDUCATION	134	12	14	14	16
YEARS WITH PRESENT BANK	135	3	7	5	8
YEARS IN POSITION	132	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	75	1	4	2	5
ASSET SIZE (MILLIONS)	138	$12.6	$15.3	$15.5	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$10,200	$12,416	$12,000	$13,480
BONUS	48	793	1,927	1,250	2,000
TOTAL COMPENSATION	93	10,450	13,411	12,500	14,370
AGE	85	32	42	41	51
YEARS OF EDUCATION	91	12	13	12	16
YEARS WITH PRESENT BANK	92	4	12	9	17
YEARS IN POSITION	84	2	4	2	4
REPORTING LEVEL	80	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	50	3	9	6	12
ASSET SIZE (MILLIONS)	93	$11.9	$14.5	$14.9	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	254	$13,200	$16,006	$15,980	$18,738
BONUS	155	700	1,784	1,200	2,200
TOTAL COMPENSATION	254	14,000	17,095	16,910	19,617
AGE	241	31	39	36	45
YEARS OF EDUCATION	252	12	14	15	16
YEARS WITH PRESENT BANK	250	3	8	6	10
YEARS IN POSITION	244	2	4	3	5
REPORTING LEVEL	229	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	161	2	5	3	6
ASSET SIZE (MILLIONS)	254	$12.6	$15.0	$15.4	$17.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$12,360	$16,097	$15,000	$18,200
BONUS	19	800	2,824	1,200	3,000
TOTAL COMPENSATION	31	12,800	17,828	15,900	20,000
AGE	28	37	44	44	49
YEARS OF EDUCATION	30	12	13	12	14
YEARS WITH PRESENT BANK	29	3	9	6	13
YEARS IN POSITION	29	2	4	2	5
REPORTING LEVEL	27	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	21	2	7	3	12
ASSET SIZE (MILLIONS)	31	$15.2	$16.2	$17.0	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$9,200	$11,015	$10,800	$12,480
BONUS	22	200	668	481	932
TOTAL COMPENSATION	43	9,450	11,357	11,000	13,000
AGE	41	24	28	27	30
YEARS OF EDUCATION	43	16	16	16	16
YEARS WITH PRESENT BANK	42	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	34	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	1	5	3	7
ASSET SIZE (MILLIONS)	43	$12.5	$15.3	$15.4	$18.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	458	$12,500	$15,989	$15,500	$18,975
BONUS	296	750	1,873	1,208	2,400
TOTAL COMPENSATION	458	13,200	17,199	16,500	19,925
AGE	443	33	41	40	49
YEARS OF EDUCATION	451	12	14	13	16
YEARS WITH PRESENT BANK	451	5	11	9	16
YEARS IN POSITION	438	2	5	4	7
REPORTING LEVEL	423	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	428	6	12	10	16
ASSET SIZE (MILLIONS)	458	$12.2	$14.7	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$10,475	$13,005	$12,100	$14,425
BONUS	37	713	1,875	1,000	1,663
TOTAL COMPENSATION	54	10,975	14,290	13,282	15,000
AGE	51	35	43	42	51
YEARS OF EDUCATION	54	12	13	12	14
YEARS WITH PRESENT BANK	53	6	13	11	19
YEARS IN POSITION	50	2	4	3	5
REPORTING LEVEL	47	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	4	11	10	16
ASSET SIZE (MILLIONS)	54	$13.0	$15.0	$15.0	$17.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$14,804	$28,134	$20,000	$31,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	14,854	29,496	20,000	33,180
AGE	9	41	48	49	55
YEARS OF EDUCATION	9	13	15	14	17
YEARS WITH PRESENT BANK	9	6	12	10	20
YEARS IN POSITION	9	2	7	6	11
REPORTING LEVEL	7	4	3	2	2
TOTAL EMPLOYEES SUPERVISED	7	2	14	8	24
ASSET SIZE (MILLIONS)	9	$13.8	$15.4	$15.3	$18.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $20 TO $29 MILLION

Of the 3,203 banks submitting data for the national survey results, 463 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	460	$30,000	$36,206	$35,000	$40,000
BONUS	289	2,130	5,387	4,000	7,000
TOTAL COMPENSATION	460	32,800	39,590	37,294	44,675
AGE	451	43	50	50	56
YEARS OF EDUCATION	454	14	15	16	16
YEARS WITH PRESENT BANK	453	6	15	12	22
YEARS IN POSITION	442	4	8	7	11
REPORTING LEVEL	458	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	447	20	35	28	35
ASSET SIZE (MILLIONS)	460	$22.0	$24.3	$24.1	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	395	$21,400	$25,109	$25,000	$28,500
BONUS	239	1,250	3,294	2,260	4,012
TOTAL COMPENSATION	395	23,000	27,103	26,600	30,762
AGE	389	37	45	43	52
YEARS OF EDUCATION	391	12	14	15	16
YEARS WITH PRESENT BANK	388	5	13	10	19
YEARS IN POSITION	374	3	6	5	8
REPORTING LEVEL	362	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	354	8	30	20	31
ASSET SIZE (MILLIONS)	395	$22.0	$24.3	$24.2	$26.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$13,356	$17,265	$18,000	$20,000
BONUS	20	506	1,631	1,200	1,993
TOTAL COMPENSATION	42	13,875	18,041	18,861	21,125
AGE	39	33	40	37	46
YEARS OF EDUCATION	41	12	13	13	15
YEARS WITH PRESENT BANK	40	4	10	7	13
YEARS IN POSITION	39	2	5	4	6
REPORTING LEVEL	38	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	42	6	10	9	12
ASSET SIZE (MILLIONS)	42	$23.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	149	$11,224	$14,167	$13,800	$16,585
BONUS	88	500	1,234	988	1,539
TOTAL COMPENSATION	149	11,713	14,896	14,500	17,450
AGE	144	32	41	40	50
YEARS OF EDUCATION	146	12	13	12	15
YEARS WITH PRESENT BANK	146	3	10	7	12
YEARS IN POSITION	144	2	5	3	6
REPORTING LEVEL	141	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	144	3	4	4	5
ASSET SIZE (MILLIONS)	149	$22.6	$24.9	$25.0	$27.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,150	$17,769	$16,700	$21,063
BONUS	34	514	1,330	1,000	1,852
TOTAL COMPENSATION	70	12,775	18,415	17,050	23,025
AGE	68	33	44	43	54
YEARS OF EDUCATION	67	13	15	16	16
YEARS WITH PRESENT BANK	69	2	8	5	8
YEARS IN POSITION	66	2	4	3	5
REPORTING LEVEL	66	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	1	7	3	6
ASSET SIZE (MILLIONS)	70	$23.0	$25.3	$25.2	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$18,000	$21,972	$21,550	$25,515
BONUS	70	825	2,546	1,883	3,379
TOTAL COMPENSATION	128	19,000	23,365	22,796	27,328
AGE	127	34	42	40	49
YEARS OF EDUCATION	126	14	15	16	16
YEARS WITH PRESENT BANK	128	3	8	6	11
YEARS IN POSITION	122	2	4	3	5
REPORTING LEVEL	118	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	8	4	7
ASSET SIZE (MILLIONS)	128	$22.9	$24.9	$25.0	$27.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$11,250	$13,591	$13,840	$16,000
BONUS	31	500	1,680	1,200	1,769
TOTAL COMPENSATION	49	12,000	14,654	14,700	17,055
AGE	49	27	34	31	40
YEARS OF EDUCATION	49	12	14	16	16
YEARS WITH PRESENT BANK	49	3	8	6	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	47	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	29	1	5	2	6
ASSET SIZE (MILLIONS)	49	$22.5	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	85	$13,000	$16,123	$15,000	$19,000
BONUS	50	594	1,341	1,119	1,725
TOTAL COMPENSATION	85	14,075	16,911	16,000	19,851
AGE	83	32	41	39	50
YEARS OF EDUCATION	83	12	14	14	16
YEARS WITH PRESENT BANK	83	3	11	7	17
YEARS IN POSITION	80	2	5	3	7
REPORTING LEVEL	83	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	69	4	12	9	18
ASSET SIZE (MILLIONS)	85	$22.6	$24.8	$25.0	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	79	$10,000	$11,053	$11,075	$12,500
BONUS	40	465	847	750	1,000
TOTAL COMPENSATION	79	10,000	11,482	11,700	13,000
AGE	78	27	35	32	41
YEARS OF EDUCATION	79	12	14	13	16
YEARS WITH PRESENT BANK	79	2	5	3	6
YEARS IN POSITION	79	2	3	2	3
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	1	6	3	7
ASSET SIZE (MILLIONS)	79	$22.0	$24.8	$25.0	$27.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	255	$14,500	$17,120	$16,500	$19,500
BONUS	151	750	1,766	1,500	2,150
TOTAL COMPENSATION	255	15,050	18,165	17,810	20,790
AGE	251	32	39	37	45
YEARS OF EDUCATION	251	12	14	14	16
YEARS WITH PRESENT BANK	254	3	8	6	10
YEARS IN POSITION	248	2	5	3	6
REPORTING LEVEL	241	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	2	5	3	5
ASSET SIZE (MILLIONS)	255	$22.0	$24.5	$24.7	$26.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$10,800	$12,453	$12,250	$14,200
BONUS	93	554	1,129	1,037	1,500
TOTAL COMPENSATION	183	11,390	13,027	12,844	14,800
AGE	181	28	34	32	39
YEARS OF EDUCATION	182	12	14	14	16
YEARS WITH PRESENT BANK	182	2	6	5	8
YEARS IN POSITION	176	2	3	2	3
REPORTING LEVEL	175	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	97	1	4	2	5
ASSET SIZE (MILLIONS)	183	$23.0	$25.2	$25.3	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	115	$10,644	$13,629	$12,550	$15,000
BONUS	60	789	1,384	1,155	1,628
TOTAL COMPENSATION	115	11,100	14,351	13,000	15,805
AGE	113	31	41	41	50
YEARS OF EDUCATION	112	12	14	13	16
YEARS WITH PRESENT BANK	113	5	11	9	15
YEARS IN POSITION	111	2	4	3	5
REPORTING LEVEL	107	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	57	1	10	3	12
ASSET SIZE (MILLIONS)	115	$23.0	$24.8	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	232	$15,000	$18,089	$18,000	$20,200
BONUS	134	773	2,056	1,485	2,500
TOTAL COMPENSATION	232	16,000	19,276	18,975	22,384
AGE	221	32	40	37	47
YEARS OF EDUCATION	227	12	14	14	16
YEARS WITH PRESENT BANK	225	3	9	7	12
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	221	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	164	2	6	4	7
ASSET SIZE (MILLIONS)	232	$22.9	$24.7	$25.0	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$14,040	$17,982	$18,000	$20,501
BONUS	30	769	1,644	1,368	2,015
TOTAL COMPENSATION	67	15,000	18,718	18,750	21,200
AGE	65	32	41	40	49
YEARS OF EDUCATION	66	12	14	14	16
YEARS WITH PRESENT BANK	66	3	9	8	12
YEARS IN POSITION	63	2	4	3	4
REPORTING LEVEL	64	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	8	3	4
ASSET SIZE (MILLIONS)	67	$22.7	$25.4	$26.0	$28.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$9,195	$10,901	$10,350	$12,500
BONUS	11	215	802	500	1,340
TOTAL COMPENSATION	32	9,615	11,176	10,500	12,957
AGE	31	24	27	25	28
YEARS OF EDUCATION	32	16	16	16	16
YEARS WITH PRESENT BANK	32	2	4	2	3
YEARS IN POSITION	30	1	2	2	2
REPORTING LEVEL	31	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	4	6
ASSET SIZE (MILLIONS)	32	$22.0	$24.5	$24.5	$27.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	353	$15,454	$18,296	$18,000	$21,000
BONUS	192	810	2,131	1,500	2,500
TOTAL COMPENSATION	353	16,225	19,455	19,200	22,978
AGE	351	33	41	40	47
YEARS OF EDUCATION	348	12	14	14	16
YEARS WITH PRESENT BANK	351	5	11	8	17
YEARS IN POSITION	339	2	5	4	6
REPORTING LEVEL	335	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	329	11	20	18	27
ASSET SIZE (MILLIONS)	353	$22.0	$24.4	$24.5	$26.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$12,000	$1 ,026	$13,900	$16,500
BONUS	37	740	1,585	1,300	2,060
TOTAL COMPENSATION	72	12,500	15,841	14,607	17,125
AGE	70	33	42	42	49
YEARS OF EDUCATION	69	12	14	13	16
YEARS WITH PRESENT BANK	70	6	12	10	19
YEARS IN POSITION	68	2	4	3	4
REPORTING LEVEL	67	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	57	5	16	15	23
ASSET SIZE (MILLIONS)	72	$22.3	$24.6	$24.8	$27.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$12,600	$18,085	$17,520	$19,795
BONUS	15	950	1,931	1,385	2,673
TOTAL COMPENSATION	23	13,550	19,344	18,808	22,200
AGE	23	37	46	45	58
YEARS OF EDUCATION	21	14	16	16	17
YEARS WITH PRESENT BANK	23	3	13	10	22
YEARS IN POSITION	23	2	6	3	9
REPORTING LEVEL	20	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	1	3	1	2
ASSET SIZE (MILLIONS)	23	$23.0	$25.1	$25.1	$27.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $30 TO $39 MILLION

Of the 3,203 banks submitting data for the national survey results, 375 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	373	$33,342	$38,466	$38,000	$43,475
BONUS	236	2,126	6,021	4,114	7,000
TOTAL COMPENSATION	373	35,368	42,275	41,400	48,000
AGE	366	45	52	52	59
YEARS OF EDUCATION	371	14	15	16	16
YEARS WITH PRESENT BANK	364	6	17	15	26
YEARS IN POSITION	360	4	9	7	12
REPORTING LEVEL	373	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	356	28	39	38	49
ASSET SIZE (MILLIONS)	373	$31.3	$34.1	$34.0	$36.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	317	$24,000	$28,123	$27,500	$31,000
BONUS	192	1,500	3,649	2,500	4,424
TOTAL COMPENSATION	317	25,004	30,333	29,500	34,235
AGE	308	40	48	48	55
YEARS OF EDUCATION	313	12	15	15	16
YEARS WITH PRESENT BANK	310	7	15	13	23
YEARS IN POSITION	303	3	7	6	10
REPORTING LEVEL	300	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	289	9	27	26	42
ASSET SIZE (MILLIONS)	317	$31.4	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$14,400	$17,404	$18,000	$20,688
BONUS	29	808	1,615	1,400	2,005
TOTAL COMPENSATION	56	15,000	18,241	18,517	20,688
AGE	54	35	43	41	51
YEARS OF EDUCATION	54	12	14	14	16
YEARS WITH PRESENT BANK	54	4	10	9	14
YEARS IN POSITION	51	2	4	3	5
REPORTING LEVEL	51	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	53	6	11	10	14
ASSET SIZE (MILLIONS)	56	$31.9	$34.6	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	161	$10,500	$13,731	$13,200	$16,166
BONUS	84	500	1,180	950	1,561
TOTAL COMPENSATION	161	11,100	14,347	13,810	16,623
AGE	156	33	40	39	48
YEARS OF EDUCATION	158	12	13	12	15
YEARS WITH PRESENT BANK	156	4	9	7	12
YEARS IN POSITION	154	2	4	3	5
REPORTING LEVEL	153	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	156	3	5	4	6
ASSET SIZE (MILLIONS)	161	$32.0	$34.4	$34.7	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$13,150	$17,374	$17,175	$20,150
BONUS	49	563	1,484	1,100	1,862
TOTAL COMPENSATION	86	13,500	18,219	17,516	21,970
AGE	83	32	43	41	51
YEARS OF EDUCATION	83	12	15	16	16
YEARS WITH PRESENT BANK	85	3	9	6	12
YEARS IN POSITION	83	2	4	2	5
REPORTING LEVEL	81	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	43	1	5	2	4
ASSET SIZE (MILLIONS)	86	$32.0	$34.7	$35.0	$37.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	141	$19,950	$23,325	$23,500	$26,450
BONUS	74	1,200	2,266	1,768	3,026
TOTAL COMPENSATION	141	20,910	24,515	24,170	27,789
AGE	139	35	42	39	47
YEARS OF EDUCATION	140	13	15	16	16
YEARS WITH PRESENT BANK	139	4	10	8	13
YEARS IN POSITION	137	2	5	3	6
REPORTING LEVEL	136	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	118	3	9	5	9
ASSET SIZE (MILLIONS)	141	$32.0	$34.8	$35.0	$38.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$12,075	$14,687	$14,835	$17,000
BONUS	26	264	926	606	1,425
TOTAL COMPENSATION	70	12,175	15,031	15,170	17,525
AGE	67	29	35	33	38
YEARS OF EDUCATION	68	12	14	15	16
YEARS WITH PRESENT BANK	67	3	7	5	9
YEARS IN POSITION	64	2	3	2	4
REPORTING LEVEL	66	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	1	6	2	4
ASSET SIZE (MILLIONS)	70	$32.0	$34.5	$35.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$13,800	$16,661	$16,000	$19,000
BONUS	42	663	1,610	1,227	1,932
TOTAL COMPENSATION	83	14,012	17,476	16,374	21,000
AGE	80	32	39	36	47
YEARS OF EDUCATION	82	12	14	14	16
YEARS WITH PRESENT BANK	82	6	11	8	15
YEARS IN POSITION	79	2	4	3	5
REPORTING LEVEL	80	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	66	2	7	4	10
ASSET SIZE (MILLIONS)	83	$32.0	$34.6	$34.7	$37.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	113	$10,000	$11,787	$11,340	$13,200
BONUS	53	400	846	700	1,269
TOTAL COMPENSATION	113	10,125	12,183	11,572	14,165
AGE	106	27	35	32	41
YEARS OF EDUCATION	112	12	13	13	15
YEARS WITH PRESENT BANK	110	2	5	4	6
YEARS IN POSITION	108	2	3	2	3
REPORTING LEVEL	102	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	32	1	3	2	3
ASSET SIZE (MILLIONS)	113	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	260	$15,300	$18,306	$18,000	$20,998
BONUS	139	862	1,720	1,435	2,300
TOTAL COMPENSATION	260	16,213	19,226	19,000	21,657
AGE	253	33	40	38	45
YEARS OF EDUCATION	258	12	14	14	16
YEARS WITH PRESENT BANK	256	4	9	8	12
YEARS IN POSITION	249	2	5	3	6
REPORTING LEVEL	248	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	218	2	5	4	5
ASSET SIZE (MILLIONS)	260	$31.4	$34.1	$34.0	$36.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	195	$11,400	$13,190	$12,600	$15,000
BONUS	101	500	1,183	900	1,500
TOTAL COMPENSATION	195	11,700	13,803	13,200	15,700
AGE	189	28	35	33	41
YEARS OF EDUCATION	191	12	14	14	16
YEARS WITH PRESENT BANK	190	3	7	6	10
YEARS IN POSITION	187	2	3	2	4
REPORTING LEVEL	183	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	95	1	4	2	4
ASSET SIZE (MILLIONS)	195	$32.0	$34.2	$34.0	$36.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	142	$11,879	$14,380	$14,000	$16,500
BONUS	83	500	1,220	950	1,500
TOTAL COMPENSATION	142	12,211	15,093	14,500	17,200
AGE	134	32	41	39	51
YEARS OF EDUCATION	137	12	14	14	16
YEARS WITH PRESENT BANK	136	4	12	8	17
YEARS IN POSITION	134	2	4	3	4
REPORTING LEVEL	130	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	61	1	9	3	12
ASSET SIZE (MILLIONS)	142	$32.0	$34.7	$35.0	$37.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	229	$16,000	$19,296	$19,200	$21,884
BONUS	140	844	2,166	1,720	2,675
TOTAL COMPENSATION	229	16,700	20,621	20,150	24,017
AGE	225	34	42	41	49
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	224	5	11	9	15
YEARS IN POSITION	219	2	5	4	8
REPORTING LEVEL	216	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	148	2	7	4	8
ASSET SIZE (MILLIONS)	229	$31.6	$34.2	$34.0	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$14,000	$17,878	$17,160	$21,000
BONUS	42	581	1,489	1,164	2,062
TOTAL COMPENSATION	91	14,500	18,565	18,000	22,000
AGE	91	35	42	41	48
YEARS OF EDUCATION	91	12	14	14	16
YEARS WITH PRESENT BANK	90	3	10	8	14
YEARS IN POSITION	88	2	4	3	5
REPORTING LEVEL	89	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	73	1	4	2	4
ASSET SIZE (MILLIONS)	91	$32.0	$34.5	$35.0	$37.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$9,475	$11,050	$10,800	$12,075
BONUS	15	138	999	400	1,000
TOTAL COMPENSATION	42	9,573	11,407	11,175	12,375
AGE	40	25	27	27	29
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	41	2	3	2	4
YEARS IN POSITION	41	1	2	2	2
REPORTING LEVEL	38	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	7	6	11
ASSET SIZE (MILLIONS)	42	$32.0	$34.2	$33.5	$37.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	313	$17,204	$20,411	$20,100	$23,400
BONUS	175	900	2,201	1,719	2,880
TOTAL COMPENSATION	313	18,000	21,641	20,991	24,500
AGE	307	35	43	42	50
YEARS OF EDUCATION	309	12	14	14	16
YEARS WITH PRESENT BANK	308	6	13	10	18
YEARS IN POSITION	302	2	6	4	8
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	299	14	24	21	33
ASSET SIZE (MILLIONS)	313	$31.1	$34.0	$34.0	$36.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$12,063	$15,813	$15,100	$18,000
BONUS	43	496	1,573	1,100	1,734
TOTAL COMPENSATION	80	12,518	16,659	16,025	18,999
AGE	79	34	44	43	52
YEARS OF EDUCATION	80	12	14	14	16
YEARS WITH PRESENT BANK	79	7	12	11	15
YEARS IN POSITION	78	2	4	3	6
REPORTING LEVEL	76	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	4	18	12	29
ASSET SIZE (MILLIONS)	80	$32.0	$34.5	$34.8	$37.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$15,000	$20,190	$19,710	$24,363
BONUS	39	1,000	2,272	1,700	3,000
TOTAL COMPENSATION	58	16,528	21,718	21,100	25,751
AGE	55	34	45	45	54
YEARS OF EDUCATION	55	13	15	16	16
YEARS WITH PRESENT BANK	55	6	13	8	18
YEARS IN POSITION	54	3	6	5	8
REPORTING LEVEL	56	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	1	4	2	3
ASSET SIZE (MILLIONS)	58	$32.0	$34.6	$35.0	$37.5

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $40 TO $49 MILLION

Of the 3,203 banks submitting data for the national survey results, 358 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	357	$37,500	$43,556	$42,600	$48,000
BONUS	213	2,910	6,894	4,635	8,536
TOTAL COMPENSATION	357	40,000	47,669	45,680	52,050
AGE	347	46	52	52	58
YEARS OF EDUCATION	351	14	15	16	16
YEARS WITH PRESENT BANK	350	8	17	14	24
YEARS IN POSITION	347	4	9	8	12
REPORTING LEVEL	357	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	340	40	53	51	65
ASSET SIZE (MILLIONS)	357	$42.0	$45.1	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	304	$26,400	$30,913	$30,000	$34,230
BONUS	171	2,000	3,919	3,000	5,000
TOTAL COMPENSATION	304	27,796	33,117	32,094	37,000
AGE	299	41	48	47	54
YEARS OF EDUCATION	297	13	15	16	16
YEARS WITH PRESENT BANK	300	6	15	14	22
YEARS IN POSITION	295	2	6	5	8
REPORTING LEVEL	288	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	281	10	34	33	50
ASSET SIZE (MILLIONS)	304	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$16,000	$19,905	$19,000	$22,500
BONUS	47	1,023	2,144	1,650	2,471
TOTAL COMPENSATION	91	17,000	21,013	19,910	24,000
AGE	88	34	43	41	49
YEARS OF EDUCATION	89	12	14	14	16
YEARS WITH PRESENT BANK	90	4	10	8	14
YEARS IN POSITION	87	2	5	4	6
REPORTING LEVEL	90	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	87	9	14	11	16
ASSET SIZE (MILLIONS)	91	$42.0	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	183	$11,500	$14,554	$14,000	$17,420
BONUS	92	596	1,311	1,180	1,718
TOTAL COMPENSATION	183	11,700	15,213	14,800	18,394
AGE	177	33	41	40	48
YEARS OF EDUCATION	180	12	13	12	14
YEARS WITH PRESENT BANK	179	5	11	9	15
YEARS IN POSITION	173	2	4	3	6
REPORTING LEVEL	177	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	172	3	5	5	6
ASSET SIZE (MILLIONS)	183	$42.0	$45.4	$45.8	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,290	$18,223	$18,000	$22,000
BONUS	56	500	1,239	1,000	1,770
TOTAL COMPENSATION	121	14,300	18,796	18,692	22,500
AGE	116	35	44	42	53
YEARS OF EDUCATION	118	12	14	14	16
YEARS WITH PRESENT BANK	120	3	9	7	12
YEARS IN POSITION	119	2	4	3	6
REPORTING LEVEL	113	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	67	1	6	2	5
ASSET SIZE (MILLIONS)	121	$42.7	$45.7	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$20,015	$24,357	$24,000	$27,648
BONUS	98	948	2,328	1,953	3,288
TOTAL COMPENSATION	198	21,313	25,510	25,000	29,181
AGE	191	34	41	39	47
YEARS OF EDUCATION	191	14	15	16	16
YEARS WITH PRESENT BANK	192	3	9	7	13
YEARS IN POSITION	185	2	5	4	6
REPORTING LEVEL	187	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	158	2	8	5	10
ASSET SIZE (MILLIONS)	198	$42.4	$45.6	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	99	$13,500	$16,099	$15,500	$19,100
BONUS	50	375	1,024	740	1,275
TOTAL COMPENSATION	99	13,700	16,616	16,000	19,300
AGE	94	30	36	33	40
YEARS OF EDUCATION	96	12	15	16	16
YEARS WITH PRESENT BANK	96	3	7	5	8
YEARS IN POSITION	92	2	3	2	4
REPORTING LEVEL	94	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	2	4
ASSET SIZE (MILLIONS)	99	$41.0	$45.1	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	124	$15,063	$19,023	$18,900	$22,242
BONUS	63	750	1,503	1,350	1,875
TOTAL COMPENSATION	124	15,775	19,786	19,493	23,150
AGE	121	32	42	40	50
YEARS OF EDUCATION	123	12	15	15	16
YEARS WITH PRESENT BANK	123	5	12	10	17
YEARS IN POSITION	119	2	5	3	7
REPORTING LEVEL	118	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	101	2	11	4	10
ASSET SIZE (MILLIONS)	124	$42.4	$45.8	$46.6	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	156	$9,600	$11,907	$11,470	$13,795
BONUS	64	318	865	775	1,245
TOTAL COMPENSATION	156	10,000	12,262	11,525	14,296
AGE	151	27	35	31	39
YEARS OF EDUCATION	150	12	14	13	15
YEARS WITH PRESENT BANK	152	2	5	3	5
YEARS IN POSITION	150	2	3	2	3
REPORTING LEVEL	147	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	59	1	2	1	2
ASSET SIZE (MILLIONS)	156	$43.6	$45.9	$47.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	279	$16,080	$19,066	$18,700	$21,600
BONUS	146	815	1,694	1,357	2,333
TOTAL COMPENSATION	279	17,000	19,953	19,500	22,450
AGE	271	33	41	39	46
YEARS OF EDUCATION	268	12	14	14	16
YEARS WITH PRESENT BANK	274	5	10	8	12
YEARS IN POSITION	267	2	6	4	7
REPORTING LEVEL	66	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	233	3	6	5	6
ASSET SIZE (MILLIONS)	279	$42.0	$45.1	$45.2	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	226	$12,038	$13,933	$13,680	$15,425
BONUS	109	500	1,011	1,000	1,400
TOTAL COMPENSATION	226	12,500	14,420	14,000	16,000
AGE	222	29	35	33	38
YEARS OF EDUCATION	222	12	14	14	16
YEARS WITH PRESENT BANK	224	3	7	6	10
YEARS IN POSITION	217	2	3	3	4
REPORTING LEVEL	216	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	124	1	3	2	4
ASSET SIZE (MILLIONS)	226	$42.0	$45.3	$45.1	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	199	$12,400	$15,059	$14,400	$17,000
BONUS	105	500	1,295	1,000	1,600
TOTAL COMPENSATION	199	13,000	15,742	15,000	17,600
AGE	195	31	40	39	48
YEARS OF EDUCATION	194	12	14	14	16
YEARS WITH PRESENT BANK	198	4	10	8	13
YEARS IN POSITION	194	2	4	3	5
REPORTING LEVEL	173	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	1	7	1	3
ASSET SIZE (MILLIONS)	199	$42.0	$45.4	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	202	$16,400	$19,677	$18,650	$23,000
BONUS	107	964	1,839	1,580	2,400
TOTAL COMPENSATION	202	17,008	20,651	20,173	24,000
AGE	200	34	42	41	48
YEARS OF EDUCATION	199	12	14	14	16
YEARS WITH PRESENT BANK	201	4	11	8	15
YEARS IN POSITION	195	2	5	4	7
REPORTING LEVEL	195	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	133	2	6	4	8
ASSET SIZE (MILLIONS)	202	$42.0	$45.1	$45.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	151	$15,000	$19,396	$19,260	$22,645
BONUS	80	725	1,611	1,228	2,250
TOTAL COMPENSATION	151	16,400	20,250	19,600	23,250
AGE	148	34	43	42	51
YEARS OF EDUCATION	149	12	14	14	16
YEARS WITH PRESENT BANK	150	4	11	8	15
YEARS IN POSITION	145	2	5	4	7
REPORTING LEVEL	146	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	111	1	4	2	3
ASSET SIZE (MILLIONS)	151	$42.0	$45.6	$46.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	140	$13,000	$16,069	$15,125	$18,150
BONUS	62	611	1,426	1,145	1,800
TOTAL COMPENSATION	140	13,500	16,701	16,000	18,612
AGE	138	33	42	40	50
YEARS OF EDUCATION	136	12	14	14	16
YEARS WITH PRESENT BANK	138	6	12	9	16
YEARS IN POSITION	137	2	4	3	5
REPORTING LEVEL	135	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	107	3	20	9	28
ASSET SIZE (MILLIONS)	140	$44.0	$46.0	$47.3	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	100	$16,425	$20,715	$20,735	$24,000
BONUS	55	1,000	1,931	1,667	2,683
TOTAL COMPENSATION	100	17,000	21,777	21,570	25,075
AGE	98	37	45	44	53
YEARS OF EDUCATION	99	13	15	16	16
YEARS WITH PRESENT BANK	98	3	12	8	16
YEARS IN POSITION	96	2	6	4	8
REPORTING LEVEL	96	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	84	1	3	2	3
ASSET SIZE (MILLIONS)	100	$42.0	$45.5	$46.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

OFFICER TRAINEE (COLLEGE GRAD. PROGRAM)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$9,500	$11,045	$10,800	$12,000
BONUS	21	160	685	500	1,042
TOTAL COMPENSATION	55	9,600	11,307	11,000	12,563
AGE	52	25	28	27	29
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	53	2	3	2	4
YEARS IN POSITION	53	1	2	2	2
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	2	5	2	10
ASSET SIZE (MILLIONS)	55	$41.4	$44.7	$45.0	$49.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	309	$18,330	$22,448	$21,120	$24,948
BONUS	167	1,080	2,153	1,760	2,695
TOTAL COMPENSATION	309	19,325	23,612	22,400	26,450
AGE	305	36	43	43	50
YEARS OF EDUCATION	304	12	14	14	16
YEARS WITH PRESENT BANK	306	6	13	11	20
YEARS IN POSITION	297	2	6	4	8
REPORTING LEVEL	299	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	291	16	31	29	41
ASSET SIZE (MILLIONS)	309	$42.0	$45.0	$45.0	$49.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $50 TO $99 MILLION

Of the 3,203 banks submitting data for the national survey results, 431 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Correspondent Bank Officer
Top International Banking Officer

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	425	$42,450	$50,226	$49,000	$55,256
BONUS	220	3,639	8,477	5,375	10,000
TOTAL COMPENSATION	425	45,000	54,613	52,200	61,000
AGE	418	46	53	54	59
YEARS OF EDUCATION	410	14	15	16	16
YEARS WITH PRESENT BANK	419	8	18	16	26
YEARS IN POSITION	414	4	9	7	12
REPORTING LEVEL	424	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	407	65	85	83	102
ASSET SIZE (MILLIONS)	425	$62.0	$72.8	$72.2	$83.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	350	$30,000	$35,531	$34,000	$39,375
BONUS	168	2,246	4,796	3,425	5,682
TOTAL COMPENSATION	350	31,275	37,833	35,620	42,106
AGE	345	42	49	48	56
YEARS OF EDUCATION	339	13	15	16	16
YEARS WITH PRESENT BANK	346	7	17	15	26
YEARS IN POSITION	335	2	6	4	7
REPORTING LEVEL	332	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	321	15	55	59	84
ASSET SIZE (MILLIONS)	350	$60.7	$71.9	$70.9	$82.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	146	$20,225	$26,646	$26,500	$30,500
BONUS	58	1,435	2,711	2,150	3,456
TOTAL COMPENSATION	146	21,981	27,723	27,000	31,275
AGE	143	38	46	46	54
YEARS OF EDUCATION	144	12	14	15	16
YEARS WITH PRESENT BANK	145	7	15	14	23
YEARS IN POSITION	142	2	5	4	7
REPORTING LEVEL	143	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	138	7	43	38	69
ASSET SIZE (MILLIONS)	146	$62.9	$75.3	$77.2	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	38	$15,383	$18,741	$17,850	$20,750
BONUS	13	893	1,231	1,218	1,695
TOTAL COMPENSATION	38	15,460	19,162	18,103	22,001
AGE	38	34	43	42	50
YEARS OF EDUCATION	36	12	14	14	16
YEARS WITH PRESENT BANK	38	6	11	11	14
YEARS IN POSITION	37	3	6	5	7
REPORTING LEVEL	37	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	20	1	9	1	3
ASSET SIZE (MILLIONS)	38	$62.1	$75.1	$72.8	$89.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$20,750	$26,932	$24,720	$31,570
BONUS	17	1,435	2,144	1,800	2,967
TOTAL COMPENSATION	43	21,318	27,780	25,465	32,000
AGE	42	37	47	45	58
YEARS OF EDUCATION	37	13	15	16	16
YEARS WITH PRESENT BANK	42	8	18	14	24
YEARS IN POSITION	40	3	7	5	10
REPORTING LEVEL	40	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	30	1	26	3	34
ASSET SIZE (MILLIONS)	43	$67.8	$78.9	$80.0	$89.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,713	$21,468	$16,430	$29,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12,713	21,968	17,929	29,125
AGE	6	39	45	43	52
YEARS OF EDUCATION	5	13	15	16	16
YEARS WITH PRESENT BANK	6	6	12	12	17
YEARS IN POSITION	6	3	4	5	6
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$71.4	$78.5	$77.5	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	64	$18,250	$21,621	$21,000	$25,325
BONUS	21	675	1,629	1,000	2,082
TOTAL COMPENSATION	64	19,050	22,156	21,100	25,325
AGE	61	36	43	43	50
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	6	13	10	19
YEARS IN POSITION	60	2	3	3	4
REPORTING LEVEL	61	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	60	11	41	28	47
ASSET SIZE (MILLIONS)	64	$60.1	$72.9	$76.0	$82.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$18,125	$21,366	$21,373	$25,000
BONUS	32	1,000	2,442	1,494	2,062
TOTAL COMPENSATION	62	18,950	22,627	21,550	25,559
AGE	60	36	43	42	51
YEARS OF EDUCATION	60	12	14	14	16
YEARS WITH PRESENT BANK	60	6	12	8	16
YEARS IN POSITION	60	2	6	5	7
REPORTING LEVEL	59	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	10	25
ASSET SIZE (MILLIONS)	62	$60.0	$72.6	$74.6	$82.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	147	$14,900	$17,763	$17,520	$20,330
BONUS	69	710	1,817	1,296	2,171
TOTAL COMPENSATION	147	15,000	18,616	17,983	21,000
AGE	146	33	41	39	49
YEARS OF EDUCATION	142	12	14	13	16
YEARS WITH PRESENT BANK	146	5	11	9	16
YEARS IN POSITION	145	2	5	4	6
REPORTING LEVEL	140	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	140	7	12	11	15
ASSET SIZE (MILLIONS)	147	$63.7	$75.3	$77.8	$86.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	249	$12,450	$14,923	$14,560	$16,987
BONUS	97	567	1,130	949	1,390
TOTAL COMPENSATION	249	12,747	15,363	15,132	17,350
AGE	244	33	42	40	49
YEARS OF EDUCATION	240	12	13	12	15
YEARS WITH PRESENT BANK	246	6	11	9	16
YEARS IN POSITION	241	2	4	3	5
REPORTING LEVEL	238	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	235	4	6	5	7
ASSET SIZE (MILLIONS)	249	$61.7	$73.5	$74.2	$84.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$16,704	$23,703	$23,500	$28,000
BONUS	17	625	1,647	1,500	2,150
TOTAL COMPENSATION	47	17,500	24,298	24,500	28,000
AGE	46	35	44	43	52
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	47	3	9	7	10
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	33	1	8	2	6
ASSET SIZE (MILLIONS)	47	$66.0	$75.4	$77.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,100	$18,052	$16,022	$18,930
BONUS	12	828	2,419	1,123	3,091
TOTAL COMPENSATION	36	14,100	18,859	16,022	21,130
AGE	35	35	44	43	52
YEARS OF EDUCATION	35	12	14	14	16
YEARS WITH PRESENT BANK	36	4	9	9	12
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	1	12	2	4
ASSET SIZE (MILLIONS)	36	$67.5	$76.4	$79.5	$83.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	71	$12,000	$15,918	$14,280	$20,189
BONUS	25	703	1,291	1,200	1,968
TOTAL COMPENSATION	71	12,100	16,372	14,400	20,410
AGE	71	29	39	35	45
YEARS OF EDUCATION	69	14	15	16	16
YEARS WITH PRESENT BANK	71	4	9	6	11
YEARS IN POSITION	69	2	4	3	4
REPORTING LEVEL	67	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	58	1	4	3	5
ASSET SIZE (MILLIONS)	71	$70.0	$78.6	$80.0	$87.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	198	$22,800	$26,643	$26,415	$30,240
BONUS	72	1,349	2,594	2,173	3,293
TOTAL COMPENSATION	198	23,425	27,587	27,215	32,500
AGE	195	36	43	42	48
YEARS OF EDUCATION	189	14	15	16	16
YEARS WITH PRESENT BANK	197	5	12	10	16
YEARS IN POSITION	193	2	5	3	6
REPORTING LEVEL	194	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	185	4	9	6	10
ASSET SIZE (MILLIONS)	198	$65.8	$75.5	$75.3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	272	$18,000	$21,989	$21,450	$24,938
BONUS	99	854	2,073	1,500	2,450
TOTAL COMPENSATION	272	18,725	22,743	22,000	25,877
AGE	268	34	43	41	50
YEARS OF EDUCATION	263	13	15	16	16
YEARS WITH PRESENT BANK	270	4	11	8	15
YEARS IN POSITION	261	2	5	4	6
REPORTING LEVEL	267	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	1	6	3	5
ASSET SIZE (MILLIONS)	272	$64.0	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$14,020	$16,079	$15,900	$18,000
BONUS	41	524	1,185	1,000	1,510
TOTAL COMPENSATION	129	14,400	16,456	16,215	18,254
AGE	127	30	35	33	38
YEARS OF EDUCATION	124	13	15	16	16
YEARS WITH PRESENT BANK	127	3	8	6	9
YEARS IN POSITION	125	2	3	2	3
REPORTING LEVEL	128	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	52	1	5	1	3
ASSET SIZE (MILLIONS)	129	$67.1	$77.1	$78.0	$86.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$16,200	$20,723	$19,900	$24,313
BONUS	41	759	1,793	1,500	2,620
TOTAL COMPENSATION	88	16,220	21,558	21,400	25,122
AGE	87	31	37	35	42
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	4	9	7	11
YEARS IN POSITION	85	2	5	4	7
REPORTING LEVEL	86	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	84	4	11	8	15
ASSET SIZE (MILLIONS)	88	$65.5	$76.3	$77.1	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	239	$21,988	$26,924	$26,000	$30,216
BONUS	102	1,275	3,362	2,467	4,213
TOTAL COMPENSATION	239	23,000	28,359	26,820	31,921
AGE	234	36	44	42	51
YEARS OF EDUCATION	229	14	15	16	16
YEARS WITH PRESENT BANK	237	5	13	11	18
YEARS IN POSITION	232	2	5	4	7
REPORTING LEVEL	233	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	220	3	23	8	35
ASSET SIZE (MILLIONS)	239	$62.0	$73.9	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	168	$10,800	$13,007	$12,385	$15,000
BONUS	52	400	878	711	1,015
TOTAL COMPENSATION	168	10,985	13,279	12,575	15,000
AGE	165	29	37	33	43
YEARS OF EDUCATION	160	12	14	13	16
YEARS WITH PRESENT BANK	166	2	5	4	6
YEARS IN POSITION	158	2	3	2	4
REPORTING LEVEL	162	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	168	$63.6	$74.7	$75.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	318	$17,500	$20,970	$20,400	$24,100
BONUS	132	951	2,071	1,500	2,483
TOTAL COMPENSATION	318	18,370	21,829	21,000	24,575
AGE	316	36	43	42	50
YEARS OF EDUCATION	308	12	14	14	16
YEARS WITH PRESENT BANK	317	5	12	10	16
YEARS IN POSITION	310	2	6	4	8
REPORTING LEVEL	310	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	302	4	8	6	9
ASSET SIZE (MILLIONS)	318	$63.2	$73.5	$72.8	$84.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	330	$13,500	$16,130	$15,500	$17,681
BONUS	121	582	1,329	1,000	1,793
TOTAL COMPENSATION	330	13,991	16,618	15,838	18,279
AGE	326	31	39	37	46
YEARS OF EDUCATION	320	12	14	14	16
YEARS WITH PRESENT BANK	327	4	10	8	13
YEARS IN POSITION	320	2	5	3	6
REPORTING LEVEL	321	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	2	6	3	6
ASSET SIZE (MILLIONS)	330	$62.0	$73.9	$73.7	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	297	$13,500	$16,493	$16,100	$19,000
BONUS	114	596	1,428	1,188	1,643
TOTAL COMPENSATION	297	13,831	17,041	16,650	19,618
AGE	292	32	40	37	47
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	293	3	10	7	13
YEARS IN POSITION	288	2	5	3	6
REPORTING LEVEL	254	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	195	1	4	1	2
ASSET SIZE (MILLIONS)	297	$62.0	$72.8	$72.2	$82.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	78	$15,975	$21,346	$21,115	$26,825
BONUS	28	841	2,344	1,555	2,702
TOTAL COMPENSATION	78	16,500	22,187	21,250	27,000
AGE	75	33	41	40	48
YEARS OF EDUCATION	74	12	15	16	16
YEARS WITH PRESENT BANK	75	3	8	6	13
YEARS IN POSITION	75	2	3	3	4
REPORTING LEVEL	72	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	53	3	9	5	10
ASSET SIZE (MILLIONS)	78	$63.8	$75.9	$77.4	$86.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	164	$14,800	$18,886	$18,280	$22,440
BONUS	60	652	1,371	1,192	1,987
TOTAL COMPENSATION	164	15,352	19,388	18,661	23,250
AGE	162	32	40	36	47
YEARS OF EDUCATION	159	13	15	16	16
YEARS WITH PRESENT BANK	162	4	9	7	12
YEARS IN POSITION	159	2	4	3	6
REPORTING LEVEL	159	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	110	1	3	2	3
ASSET SIZE (MILLIONS)	164	$63.2	$74.8	$76.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	167	$19,000	$22,284	$21,600	$25,850
BONUS	59	840	2,227	1,940	2,865
TOTAL COMPENSATION	167	19,350	23,071	22,400	26,500
AGE	163	36	45	45	53
YEARS OF EDUCATION	161	12	14	14	16
YEARS WITH PRESENT BANK	164	6	14	12	21
YEARS IN POSITION	163	3	6	4	8
REPORTING LEVEL	161	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	149	2	6	3	4
ASSET SIZE (MILLIONS)	167	$63.9	$74.4	$73.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	143	$16,000	$19,555	$19,000	$22,500
BONUS	59	500	1,577	1,069	2,000
TOTAL COMPENSATION	143	16,200	20,206	19,431	23,500
AGE	142	35	44	44	53
YEARS OF EDUCATION	138	12	14	14	16
YEARS WITH PRESENT BANK	142	5	14	11	21
YEARS IN POSITION	139	2	5	3	6
REPORTING LEVEL	139	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	96	1	4	2	4
ASSET SIZE (MILLIONS)	143	$62.0	$74.2	$72.9	$87.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	55	$11,960	$14,791	$14,980	$17,000
BONUS	19	600	1,201	1,046	1,530
TOTAL COMPENSATION	55	12,000	15,206	15,000	17,730
AGE	54	30	38	37	49
YEARS OF EDUCATION	53	12	14	13	16
YEARS WITH PRESENT BANK	54	4	9	7	12
YEARS IN POSITION	53	2	3	2	4
REPORTING LEVEL	52	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	1	9	2	3
ASSET SIZE (MILLIONS)	55	$70.0	$77.9	$78.0	$88.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	145	$10,500	$12,700	$12,000	$14,550
BONUS	49	474	1,001	833	1,200
TOTAL COMPENSATION	145	10,745	13,039	12,456	14,763
AGE	142	35	45	46	54
YEARS OF EDUCATION	139	12	13	12	12
YEARS WITH PRESENT BANK	143	8	15	14	21
YEARS IN POSITION	141	2	4	3	5
REPORTING LEVEL	139	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	103	3	9	5	9
ASSET SIZE (MILLIONS)	145	$62.4	$73.6	$74.0	$82.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$10,200	$11,258	$11,500	$12,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	10,400	11,490	11,950	12,500
AGE	12	24	27	26	28
YEARS OF EDUCATION	12	17	17	18	18
YEARS WITH PRESENT BANK	12	2	2	2	3
YEARS IN POSITION	12	1	2	2	2
REPORTING LEVEL	12	5	4	5	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	12	$68.7	$81.4	$85.8	$89.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	90	$9,371	$10,627	$10,710	$12,000
BONUS	20	313	693	626	917
TOTAL COMPENSATION	90	9,500	10,781	10,800	12,000
AGE	88	24	26	26	28
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	90	2	2	2	3
YEARS IN POSITION	90	1	2	2	2
REPORTING LEVEL	86	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	3	11	12	15
ASSET SIZE (MILLIONS)	90	$64.0	$75.5	$78.0	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	316	$18,000	$22,629	$22,000	$25,733
BONUS	128	999	2,214	1,801	2,970
TOTAL COMPENSATION	316	18,610	23,526	22,900	27,190
AGE	310	36	42	41	49
YEARS OF EDUCATION	305	12	14	14	16
YEARS WITH PRESENT BANK	313	6	14	12	21
YEARS IN POSITION	306	2	5	4	6
REPORTING LEVEL	308	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	298	18	40	35	55
ASSET SIZE (MILLIONS)	316	$62.1	$73.5	$72.9	$83.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$16,275	$19,538	$18,660	$22,388
BONUS	13	362	1,300	1,300	2,249
TOTAL COMPENSATION	46	16,275	19,906	19,073	23,563
AGE	45	38	46	43	55
YEARS OF EDUCATION	45	12	13	12	14
YEARS WITH PRESENT BANK	45	6	14	12	20
YEARS IN POSITION	43	2	4	2	5
REPORTING LEVEL	43	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	41	6	9	8	12
ASSET SIZE (MILLIONS)	46	$69.5	$78.0	$78.0	$85.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$12,000	$15,064	$14,500	$16,800
BONUS	22	1,000	1,633	1,756	1,974
TOTAL COMPENSATION	67	13,100	15,600	14,900	17,784
AGE	64	32	43	43	54
YEARS OF EDUCATION	63	12	13	12	16
YEARS WITH PRESENT BANK	65	5	14	13	21
YEARS IN POSITION	64	2	5	4	6
REPORTING LEVEL	65	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	2	7	4	8
ASSET SIZE (MILLIONS)	67	$65.0	$75.5	$77.3	$85.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$13,500	$17,316	$16,200	$19,980
BONUS	68	601	1,583	1,030	2,177
TOTAL COMPENSATION	207	13,600	17,836	16,980	20,040
AGE	204	36	45	45	54
YEARS OF EDUCATION	202	12	14	13	16
YEARS WITH PRESENT BANK	204	5	14	10	19
YEARS IN POSITION	202	2	4	3	5
REPORTING LEVEL	199	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	154	1	18	3	24
ASSET SIZE (MILLIONS)	207	$65.0	$76.4	$77.4	$86.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	20	$19,670	$26,479	$22,500	$35,047
BONUS	8	1,167	1,919	1,629	2,100
TOTAL COMPENSATION	20	21,354	27,247	24,300	36,175
AGE	20	35	43	41	53
YEARS OF EDUCATION	20	14	15	16	16
YEARS WITH PRESENT BANK	20	7	12	11	16
YEARS IN POSITION	20	3	5	5	7
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	2	41	9	96
ASSET SIZE (MILLIONS)	20	$68.1	$79.5	$80.0	$88.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$13,100	$17,160	$16,500	$21,000
BONUS	38	595	1,584	1,045	1,938
TOTAL COMPENSATION	93	13,790	17,808	16,555	21,250
AGE	90	34	44	45	55
YEARS OF EDUCATION	87	12	14	13	16
YEARS WITH PRESENT BANK	92	5	15	11	23
YEARS IN POSITION	89	2	4	3	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	53	3	20	5	20
ASSET SIZE (MILLIONS)	93	$65.0	$75.6	$76.6	$84.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$10,625	$14,258	$13,912	$15,960
BONUS	9	175	1,028	582	1,941
TOTAL COMPENSATION	24	11,050	14,643	13,928	15,960
AGE	23	38	46	51	53
YEARS OF EDUCATION	23	12	13	12	14
YEARS WITH PRESENT BANK	23	6	14	12	23
YEARS IN POSITION	21	2	3	2	3
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	11	5	21	8	14
ASSET SIZE (MILLIONS)	24	$68.3	$79.2	$80.6	$92.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	216	$21,300	$26,653	$25,850	$31,000
BONUS	84	1,000	2,538	1,695	2,950
TOTAL COMPENSATION	216	21,800	27,640	26,850	31,826
AGE	213	37	45	44	52
YEARS OF EDUCATION	207	16	16	16	18
YEARS WITH PRESENT BANK	215	4	10	8	14
YEARS IN POSITION	210	3	6	5	9
REPORTING LEVEL	210	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	206	2	5	3	5
ASSET SIZE (MILLIONS)	216	$64.0	$75.0	$75.0	$85.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $ 50 TO $ 99 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	111	$12,000	$15,308	$14,750	$18,280
BONUS	39	699	1,152	1,000	1,575
TOTAL COMPENSATION	111	12,200	15,713	14,900	18,512
AGE	110	34	41	40	48
YEARS OF EDUCATION	107	12	14	13	16
YEARS WITH PRESENT BANK	111	6	12	9	15
YEARS IN POSITION	110	2	4	4	6
REPORTING LEVEL	106	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	93	2	3	3	4
ASSET SIZE (MILLIONS)	111	$65.0	$76.2	$77.0	$86.9

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $100 TO $249 MILLION

Of the 3,203 banks submitting data for the national survey results, 355 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	354	$54,000	$64,786	$62,750	$74,991
BONUS	182	4,156	10,624	7,500	14,087
TOTAL COMPENSATION	354	57,000	70,248	68,824	79,200
AGE	351	47	53	53	60
YEARS OF EDUCATION	343	16	16	16	17
YEARS WITH PRESENT BANK	352	8	18	16	25
YEARS IN POSITION	346	4	8	6	11
REPORTING LEVEL	354	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	334	120	177	164	217
ASSET SIZE (MILLIONS)	354	$112.3	$149.8	$137.0	$180.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	299	$37,800	$45,191	$44,000	$52,000
BONUS	146	2,500	6,359	4,500	8,848
TOTAL COMPENSATION	299	39,000	48,296	46,000	55,999
AGE	297	42	49	48	55
YEARS OF EDUCATION	289	14	16	16	16
YEARS WITH PRESENT BANK	298	6	16	12	23
YEARS IN POSITION	292	3	5	4	7
REPORTING LEVEL	291	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	277	31	123	109	177
ASSET SIZE (MILLIONS)	299	$115.1	$151.2	$140.0	$181.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	128	$26,000	$32,701	$30,430	$37,275
BONUS	53	1,487	3,165	2,616	3,486
TOTAL COMPENSATION	128	26,643	34,012	32,300	38,804
AGE	127	38	45	44	50
YEARS OF EDUCATION	125	14	15	16	16
YEARS WITH PRESENT BANK	128	6	14	11	21
YEARS IN POSITION	123	2	5	4	7
REPORTING LEVEL	126	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	119	10	61	40	87
ASSET SIZE (MILLIONS)	128	$115.3	$150.5	$138.1	$180.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	60	$13,200	$18,502	$17,700	$21,500
BONUS	23	739	1,212	1,100	2,143
TOTAL COMPENSATION	60	13,700	18,966	19,013	22,224
AGE	57	35	43	40	51
YEARS OF EDUCATION	58	14	15	16	16
YEARS WITH PRESENT BANK	59	3	10	8	15
YEARS IN POSITION	59	2	4	4	6
REPORTING LEVEL	58	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	2	2	3
ASSET SIZE (MILLIONS)	60	$127.1	$156.2	$145.1	$191.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	109	$23,930	$29,445	$27,792	$34,300
BONUS	36	1,264	2,548	1,855	3,263
TOTAL COMPENSATION	109	24,050	30,286	28,310	35,900
AGE	109	35	45	43	53
YEARS OF EDUCATION	108	14	15	16	17
YEARS WITH PRESENT BANK	109	6	13	10	18
YEARS IN POSITION	109	3	5	5	7
REPORTING LEVEL	99	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	82	1	9	3	4
ASSET SIZE (MILLIONS)	109	$114.5	$159.7	$150.0	$203.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$13,250	$31,027	$31,850	$48,825
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	13,598	33,055	36,400	50,255
AGE	12	36	50	52	63
YEARS OF EDUCATION	12	12	15	16	16
YEARS WITH PRESENT BANK	12	7	19	15	28
YEARS IN POSITION	12	3	5	5	6
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	2	11	5	7
ASSET SIZE (MILLIONS)	12	$111.2	$143.9	$128.6	$174.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	129	$20,546	$25,872	$25,000	$29,000
BONUS	43	1,162	2,321	1,900	3,260
TOTAL COMPENSATION	129	20,792	26,646	25,500	30,781
AGE	128	38	44	43	50
YEARS OF EDUCATION	129	12	14	14	16
YEARS WITH PRESENT BANK	129	8	15	14	21
YEARS IN POSITION	127	2	4	3	6
REPORTING LEVEL	127	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	128	26	79	61	106
ASSET SIZE (MILLIONS)	129	$125.2	$158.9	$152.8	$191.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	73	$18,500	$23,624	$23,000	$28,890
BONUS	25	565	2,343	1,500	2,340
TOTAL COMPENSATION	73	18,700	24,426	23,201	29,632
AGE	71	37	45	46	51
YEARS OF EDUCATION	71	12	14	15	16
YEARS WITH PRESENT BANK	71	6	14	11	20
YEARS IN POSITION	71	2	5	3	6
REPORTING LEVEL	71	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	71	12	27	20	39
ASSET SIZE (MILLIONS)	73	$116.2	$152.6	$142.0	$177.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	196	$17,000	$20,264	$19,500	$23,000
BONUS	65	773	1,910	1,341	2,284
TOTAL COMPENSATION	196	17,095	20,898	19,963	23,490
AGE	195	36	43	41	50
YEARS OF EDUCATION	193	12	14	14	16
YEARS WITH PRESENT BANK	194	7	14	11	21
YEARS IN POSITION	190	2	5	4	8
REPORTING LEVEL	192	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	194	10	14	12	17
ASSET SIZE (MILLIONS)	196	$117.3	$154.5	$143.5	$184.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	233	$14,000	$16,591	$16,000	$18,118
BONUS	75	610	1,280	1,077	1,700
TOTAL COMPENSATION	233	14,050	17,003	16,500	18,792
AGE	226	33	41	40	48
YEARS OF EDUCATION	226	12	14	14	16
YEARS WITH PRESENT BANK	228	7	12	10	16
YEARS IN POSITION	221	2	5	4	6
REPORTING LEVEL	225	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	228	5	7	6	8
ASSET SIZE (MILLIONS)	233	$117.2	$152.7	$143.0	$182.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$18,500	$24,313	$24,000	$29,600
BONUS	27	500	1,457	1,624	2,000
TOTAL COMPENSATION	87	18,500	24,766	24,600	29,600
AGE	82	39	48	48	56
YEARS OF EDUCATION	87	14	15	16	16
YEARS WITH PRESENT BANK	87	3	10	7	13
YEARS IN POSITION	86	2	4	3	5
REPORTING LEVEL	86	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	63	1	4	2	3
ASSET SIZE (MILLIONS)	87	$125.0	$163.6	$157.0	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$14,700	$18,897	$18,600	$22,750
BONUS	27	456	1,832	1,075	1,800
TOTAL COMPENSATION	87	14,900	19,466	19,025	23,624
AGE	86	36	49	49	60
YEARS OF EDUCATION	84	13	15	15	16
YEARS WITH PRESENT BANK	86	3	10	7	13
YEARS IN POSITION	82	2	4	3	6
REPORTING LEVEL	84	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	1	4	1	3
ASSET SIZE (MILLIONS)	87	$125.0	$161.9	$152.3	$200.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	136	$13,825	$17,175	$16,125	$19,000
BONUS	45	777	1,565	1,150	1,844
TOTAL COMPENSATION	136	14,000	17,693	16,500	19,975
AGE	134	31	38	35	45
YEARS OF EDUCATION	133	14	15	16	16
YEARS WITH PRESENT BANK	136	3	8	7	10
YEARS IN POSITION	134	2	4	3	5
REPORTING LEVEL	134	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	127	2	5	4	6
ASSET SIZE (MILLIONS)	136	$124.3	$160.1	$152.6	$195.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	245	$25,500	$30,278	$30,000	$35,000
BONUS	102	1,738	3,036	2,500	3,647
TOTAL COMPENSATION	245	26,200	31,542	31,500	37,339
AGE	244	37	44	42	50
YEARS OF EDUCATION	240	14	15	16	16
YEARS WITH PRESENT BANK	243	5	13	10	18
YEARS IN POSITION	242	2	5	4	6
REPORTING LEVEL	239	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	239	5	11	8	14
ASSET SIZE (MILLIONS)	245	$115.0	$152.5	$144.5	$182.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	285	$20,000	$23,573	$23,200	$26,950
BONUS	97	983	1,983	1,600	2,500
TOTAL COMPENSATION	285	20,000	24,248	24,000	27,731
AGE	281	34	42	39	49
YEARS OF EDUCATION	277	14	15	16	16
YEARS WITH PRESENT BANK	283	4	11	9	16
YEARS IN POSITION	277	2	5	4	6
REPORTING LEVEL	274	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	171	1	5	2	6
ASSET SIZE (MILLIONS)	285	$114.5	$152.4	$143.0	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	181	$14,300	$16,978	$16,400	$19,000
BONUS	57	510	1,171	1,200	1,670
TOTAL COMPENSATION	181	14,511	17,346	16,850	19,300
AGE	180	29	34	32	36
YEARS OF EDUCATION	177	14	15	16	16
YEARS WITH PRESENT BANK	180	3	7	6	9
YEARS IN POSITION	177	2	3	2	3
REPORTING LEVEL	173	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	72	1	2	1	4
ASSET SIZE (MILLIONS)	181	$115.8	$153.7	$146.5	$186.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$20,720	$27,023	$25,700	$31,675
BONUS	16	1,500	2,831	2,354	4,200
TOTAL COMPENSATION	54	20,720	27,862	25,975	33,571
AGE	54	35	45	44	54
YEARS OF EDUCATION	53	14	15	16	16
YEARS WITH PRESENT BANK	54	4	14	9	20
YEARS IN POSITION	54	3	6	4	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	1	6	3	4
ASSET SIZE (MILLIONS)	54	$130.7	$173.7	$184.0	$213.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	163	$20,000	$24,545	$24,000	$28,080
BONUS	62	990	1,973	1,725	2,525
TOTAL COMPENSATION	163	20,328	25,296	24,989	30,000
AGE	163	35	40	39	44
YEARS OF EDUCATION	161	14	15	14	16
YEARS WITH PRESENT BANK	163	5	11	9	14
YEARS IN POSITION	159	2	5	4	7
REPORTING LEVEL	162	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	157	8	20	15	26
ASSET SIZE (MILLIONS)	163	$124.0	$154.9	$147.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	262	$24,875	$30,468	$30,000	$35,123
BONUS	104	1,274	3,902	2,500	4,100
TOTAL COMPENSATION	262	25,300	32,017	30,299	37,000
AGE	260	36	43	42	50
YEARS OF EDUCATION	255	14	16	16	17
YEARS WITH PRESENT BANK	260	6	13	10	17
YEARS IN POSITION	255	3	5	4	7
REPORTING LEVEL	257	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	249	4	32	8	30
ASSET SIZE (MILLIONS)	262	$116.2	$152.9	$145.1	$182.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	212	$11,700	$14,001	$13,727	$16,395
BONUS	58	464	1,087	940	1,312
TOTAL COMPENSATION	212	11,705	14,299	14,000	16,395
AGE	210	31	38	35	45
YEARS OF EDUCATION	205	12	13	13	14
YEARS WITH PRESENT BANK	209	3	6	5	8
YEARS IN POSITION	207	2	3	2	4
REPORTING LEVEL	206	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	171	2	4	3	5
ASSET SIZE (MILLIONS)	212	$112.8	$151.1	$142.5	$181.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	293	$20,325	$24,428	$24,300	$27,124
BONUS	112	1,195	2,525	2,000	2,890
TOTAL COMPENSATION	293	21,000	25,393	25,000	29,375
AGE	291	38	45	44	52
YEARS OF EDUCATION	286	12	14	14	16
YEARS WITH PRESENT BANK	291	7	13	11	16
YEARS IN POSITION	285	3	6	5	8
REPORTING LEVEL	286	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	284	6	14	11	17
ASSET SIZE (MILLIONS)	293	$115.0	$151.3	$140.0	$181.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	290	$14,500	$16,828	$16,728	$19,000
BONUS	94	611	1,213	1,120	1,710
TOTAL COMPENSATION	290	14,515	17,221	17,000	19,315
AGE	287	32	39	37	45
YEARS OF EDUCATION	284	12	14	14	16
YEARS WITH PRESENT BANK	287	5	10	8	13
YEARS IN POSITION	281	2	5	4	7
REPORTING LEVEL	279	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	182	2	6	5	8
ASSET SIZE (MILLIONS)	290	$114.0	$151.5	$140.0	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	276	$17,000	$19,533	$19,010	$22,000
BONUS	97	683	1,391	1,250	1,950
TOTAL COMPENSATION	276	17,375	20,022	19,670	22,500
AGE	272	32	40	38	47
YEARS OF EDUCATION	269	13	15	16	16
YEARS WITH PRESENT BANK	274	3	10	7	13
YEARS IN POSITION	265	2	5	3	6
REPORTING LEVEL	248	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	255	2	4	2	3
ASSET SIZE (MILLIONS)	276	$115.0	$151.5	$141.5	$180.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$17,000	$26,939	$20,000	$34,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	17,000	27,319	21,400	34,000
AGE	11	38	44	46	54
YEARS OF EDUCATION	11	14	16	16	17
YEARS WITH PRESENT BANK	11	4	9	7	15
YEARS IN POSITION	11	3	4	4	5
REPORTING LEVEL	10	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	1	7	4	10
ASSET SIZE (MILLIONS)	11	$142.0	$165.6	$176.0	$193.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	112	$17,000	$21,997	$21,050	$27,000
BONUS	35	464	1,529	1,000	2,220
TOTAL COMPENSATION	112	17,163	22,474	21,475	27,400
AGE	110	32	43	42	55
YEARS OF EDUCATION	110	13	15	16	16
YEARS WITH PRESENT BANK	110	3	12	8	19
YEARS IN POSITION	110	2	4	3	5
REPORTING LEVEL	105	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	86	3	7	4	9
ASSET SIZE (MILLIONS)	112	$119.3	$156.9	$147.0	$187.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	207	$18,412	$23,972	$23,400	$28,500
BONUS	66	1,000	2,202	1,695	2,644
TOTAL COMPENSATION	207	18,550	24,674	23,500	29,000
AGE	205	34	43	40	51
YEARS OF EDUCATION	203	14	15	16	16
YEARS WITH PRESENT BANK	206	4	9	7	12
YEARS IN POSITION	201	2	5	4	6
REPORTING LEVEL	202	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	181	1	5	2	4
ASSET SIZE (MILLIONS)	207	$121.0	$158.0	$152.3	$196.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	211	$21,600	$25,908	$25,000	$29,000
BONUS	77	1,106	2,585	2,100	3,009
TOTAL COMPENSATION	211	22,550	26,852	25,818	30,200
AGE	210	38	47	47	55
YEARS OF EDUCATION	207	12	15	16	16
YEARS WITH PRESENT BANK	210	5	15	11	22
YEARS IN POSITION	205	3	6	4	8
REPORTING LEVEL	207	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	198	3	6	4	6
ASSET SIZE (MILLIONS)	211	$116.4	$155.7	$147.0	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$15,675	$19,407	$18,660	$22,250
BONUS	55	600	1,817	1,237	2,100
TOTAL COMPENSATION	178	16,500	19,969	18,918	23,000
AGE	173	33	43	41	51
YEARS OF EDUCATION	173	12	14	14	16
YEARS WITH PRESENT BANK	177	6	12	10	15
YEARS IN POSITION	171	2	5	4	6
REPORTING LEVEL	171	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	118	1	4	2	4
ASSET SIZE (MILLIONS)	178	$113.9	$153.3	$140.0	$190.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	93	$11,560	$14,020	$13,500	$15,900
BONUS	23	497	961	840	1,500
TOTAL COMPENSATION	93	11,600	14,258	13,800	15,900
AGE	92	29	36	32	40
YEARS OF EDUCATION	90	12	14	14	16
YEARS WITH PRESENT BANK	93	4	9	7	12
YEARS IN POSITION	93	2	3	2	3
REPORTING LEVEL	91	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	37	2	3	2	3
ASSET SIZE (MILLIONS)	93	$124.0	$159.5	$155.0	$197.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	178	$11,490	$13,694	$13,000	$15,370
BONUS	51	366	1,101	908	1,250
TOTAL COMPENSATION	178	11,499	14,009	13,350	16,008
AGE	176	35	45	46	54
YEARS OF EDUCATION	173	12	13	12	14
YEARS WITH PRESENT BANK	176	8	15	13	21
YEARS IN POSITION	175	2	4	3	5
REPORTING LEVEL	172	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	137	3	8	6	10
ASSET SIZE (MILLIONS)	178	$114.7	$151.5	$143.8	$185.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	18	$10,185	$11,392	$11,250	$12,125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	18	10,185	11,433	11,250	12,289
AGE	16	26	27	27	29
YEARS OF EDUCATION	17	17	17	17	18
YEARS WITH PRESENT BANK	16	2	2	2	2
YEARS IN POSITION	17	1	2	2	2
REPORTING LEVEL	16	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	18	$120.8	$157.6	$150.9	$192.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	120	$9,500	$10,534	$10,450	$11,475
BONUS	15	125	517	467	632
TOTAL COMPENSATION	120	9,500	10,598	10,500	11,500
AGE	115	24	26	25	28
YEARS OF EDUCATION	117	16	16	16	16
YEARS WITH PRESENT BANK	118	2	3	2	3
YEARS IN POSITION	117	1	2	2	2
REPORTING LEVEL	112	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	1	6	2	9
ASSET SIZE (MILLIONS)	120	$128.6	$164.3	$156.7	$201.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	295	$21,600	$26,719	$26,400	$30,500
BONUS	116	1,162	2,890	2,101	3,484
TOTAL COMPENSATION	295	22,300	27,856	27,000	32,100
AGE	294	37	43	42	50
YEARS OF EDUCATION	291	12	14	14	16
YEARS WITH PRESENT BANK	294	7	15	13	22
YEARS IN POSITION	290	2	5	4	7
REPORTING LEVEL	288	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	286	27	63	52	86
ASSET SIZE (MILLIONS)	295	$112.0	$150.3	$138.8	$182.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,925	$22,337	$20,500	$24,500
BONUS	12	694	1,502	1,520	2,269
TOTAL COMPENSATION	40	18,814	22,788	20,517	24,530
AGE	40	35	44	41	52
YEARS OF EDUCATION	39	12	14	14	16
YEARS WITH PRESENT BANK	40	6	14	12	20
YEARS IN POSITION	39	2	4	3	5
REPORTING LEVEL	39	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	38	9	25	17	27
ASSET SIZE (MILLIONS)	40	$110.0	$149.8	$145.5	$174.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$13,500	$17,170	$16,200	$20,400
BONUS	26	669	1,254	1,250	1,928
TOTAL COMPENSATION	75	13,680	17,605	16,500	20,750
AGE	72	34	43	44	52
YEARS OF EDUCATION	71	12	14	14	16
YEARS WITH PRESENT BANK	72	7	14	11	17
YEARS IN POSITION	70	2	4	3	6
REPORTING LEVEL	72	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	4	13	9	17
ASSET SIZE (MILLIONS)	75	$112.0	$147.9	$135.0	$178.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	291	$15,500	$19,489	$19,000	$22,300
BONUS	83	500	1,226	1,080	1,835
TOTAL COMPENSATION	291	15,900	19,839	19,500	23,275
AGE	290	35	44	43	53
YEARS OF EDUCATION	283	12	14	14	16
YEARS WITH PRESENT BANK	290	4	12	9	16
YEARS IN POSITION	286	2	5	4	6
REPORTING LEVEL	282	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	255	2	13	3	5
ASSET SIZE (MILLIONS)	291	$115.6	$154.5	$144.5	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$24,471	$22,000	$29,000
BONUS	18	698	2,283	1,550	2,200
TOTAL COMPENSATION	43	16,661	25,426	22,000	30,000
AGE	43	32	43	40	55
YEARS OF EDUCATION	43	16	16	16	17
YEARS WITH PRESENT BANK	43	3	9	7	12
YEARS IN POSITION	42	2	4	3	6
REPORTING LEVEL	40	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	31	1	10	2	4
ASSET SIZE (MILLIONS)	43	$124.0	$163.1	$165.0	$190.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	121	$14,640	$18,282	$17,800	$21,600
BONUS	44	695	1,549	1,486	2,000
TOTAL COMPENSATION	121	15,000	18,845	18,500	22,575
AGE	119	37	46	46	55
YEARS OF EDUCATION	119	12	14	14	16
YEARS WITH PRESENT BANK	119	6	13	10	18
YEARS IN POSITION	119	2	5	4	7
REPORTING LEVEL	118	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	91	2	12	5	11
ASSET SIZE (MILLIONS)	121	$119.3	$158.2	$150.0	$194.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	50	$10,980	$14,597	$13,300	$16,550
BONUS	13	300	646	587	825
TOTAL COMPENSATION	50	11,438	14,765	13,400	16,738
AGE	50	32	39	37	45
YEARS OF EDUCATION	49	12	15	16	16
YEARS WITH PRESENT BANK	50	3	8	7	11
YEARS IN POSITION	49	2	3	2	3
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	29	1	13	3	5
ASSET SIZE (MILLIONS)	50	$115.0	$150.4	$135.2	$178.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	263	$27,500	$32,515	$32,000	$36,500
BONUS	105	1,319	2,835	2,500	3,700
TOTAL COMPENSATION	263	28,000	33,647	32,911	38,000
AGE	262	40	47	46	53
YEARS OF EDUCATION	257	16	17	16	19
YEARS WITH PRESENT BANK	261	5	11	9	15
YEARS IN POSITION	253	3	6	5	9
REPORTING LEVEL	255	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	257	5	10	7	13
ASSET SIZE (MILLIONS)	263	$118.0	$154.6	$145.7	$188.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $100 TO $249 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	206	$13.624	$17.684	$17.140	$20.925
BONUS	66	565	1.275	1.079	1.790
TOTAL COMPENSATION	206	13.965	18.092	17.160	21.220
AGE	205	33	41	40	49
YEARS OF EDUCATION	202	12	14	14	16
YEARS WITH PRESENT BANK	205	5	11	9	15
YEARS IN POSITION	199	2	5	4	7
REPORTING LEVEL	197	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	180	3	5	5	7
ASSET SIZE (MILLIONS)	206	$119.5	$156.0	$147.9	$188.0

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $250 TO $499 MILLION

Of the 3,203 banks submitting data for the national survey results, 106 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	103	$69,000	$80,952	$80,000	$91,500
BONUS	38	6,875	14,870	13,750	20,000
TOTAL COMPENSATION	103	70,003	86,438	84,300	100,000
AGE	100	49	55	56	60
YEARS OF EDUCATION	96	16	16	16	17
YEARS WITH PRESENT BANK	101	7	18	16	29
YEARS IN POSITION	102	3	8	5	10
REPORTING LEVEL	103	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	97	269	380	388	499
ASSET SIZE (MILLIONS)	103	$288.6	$356.5	$352.6	$420.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$48,500	$56,921	$55,000	$65,000
BONUS	30	6,225	11,447	9,950	13,531
TOTAL COMPENSATION	87	49,701	60,869	59,000	70,000
AGE	85	43	49	49	55
YEARS OF EDUCATION	82	16	16	16	16
YEARS WITH PRESENT BANK	86	6	16	14	25
YEARS IN POSITION	85	2	5	3	7
REPORTING LEVEL	85	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	80	54	254	262	386
ASSET SIZE (MILLIONS)	87	$288.6	$356.4	$351.0	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,350	$40,402	$40,000	$47,201
BONUS	18	1,975	6,488	5,400	9,500
TOTAL COMPENSATION	48	34,600	42,835	42,000	47,517
AGE	48	39	47	45	54
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	7	16	15	25
YEARS IN POSITION	48	2	5	4	6
REPORTING LEVEL	45	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	20	91	63	127
ASSET SIZE (MILLIONS)	48	$276.7	$349.9	$340.2	$417.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$16,316	$20,767	$20,000	$24,100
BONUS	10	450	3,273	1,550	5,112
TOTAL COMPENSATION	35	16,316	21,702	20,000	24,500
AGE	34	31	41	37	48
YEARS OF EDUCATION	34	16	16	16	16
YEARS WITH PRESENT BANK	34	6	11	9	14
YEARS IN POSITION	35	3	6	4	8
REPORTING LEVEL	34	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	24	1	2	2	3
ASSET SIZE (MILLIONS)	35	$326.5	$383.6	$390.0	$442.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	68	$26,052	$31,969	$31,450	$38,674
BONUS	27	2,000	4,554	4,000	6,000
TOTAL COMPENSATION	68	26,052	33,777	33,326	40,000
AGE	67	35	43	42	50
YEARS OF EDUCATION	65	16	16	16	17
YEARS WITH PRESENT BANK	68	7	13	11	16
YEARS IN POSITION	68	3	5	5	7
REPORTING LEVEL	66	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	61	2	6	4	9
ASSET SIZE (MILLIONS)	68	$292.9	$354.5	$345.4	$419.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$18,476	$25,160	$25,250	$30,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	19,625	27,060	26,500	32,400
AGE	9	33	41	37	50
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	3	8	7	12
YEARS IN POSITION	10	3	6	5	7
REPORTING LEVEL	10	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	6	5	8
ASSET SIZE (MILLIONS)	10	$332.2	$393.0	$379.3	$464.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	66	$26,375	$31,972	$30,800	$37,000
BONUS	22	1,744	3,707	3,447	5,150
TOTAL COMPENSATION	66	27,375	33,207	31,348	38,125
AGE	64	38	45	45	51
YEARS OF EDUCATION	61	13	15	16	16
YEARS WITH PRESENT BANK	65	6	16	15	23
YEARS IN POSITION	65	2	4	3	6
REPORTING LEVEL	63	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	93	169	156	250
ASSET SIZE (MILLIONS)	66	$295.5	$365.7	$368.5	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$21,533	$26,099	$24,650	$30,000
BONUS	12	1,000	2,369	1,516	4,150
TOTAL COMPENSATION	42	21,533	26,776	25,400	31,065
AGE	40	41	47	48	53
YEARS OF EDUCATION	39	12	14	16	16
YEARS WITH PRESENT BANK	41	8	17	16	25
YEARS IN POSITION	41	3	7	5	10
REPORTING LEVEL	40	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	18	34	30	41
ASSET SIZE (MILLIONS)	42	$291.0	$361.3	$363.5	$425.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$18,200	$21,255	$20,350	$22,973
BONUS	20	838	2,322	1,350	3,600
TOTAL COMPENSATION	80	18,725	21,836	20,500	24,000
AGE	78	35	42	40	47
YEARS OF EDUCATION	76	12	14	14	16
YEARS WITH PRESENT BANK	79	8	15	12	21
YEARS IN POSITION	79	2	5	4	7
REPORTING LEVEL	77	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	79	11	16	15	18
ASSET SIZE (MILLIONS)	80	$287.1	$356.6	$352.2	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	76	$14,312	$16,778	$16,025	$18,000
BONUS	19	600	1,587	1,500	2,300
TOTAL COMPENSATION	76	14,525	17,175	16,350	18,357
AGE	74	33	39	37	44
YEARS OF EDUCATION	72	12	14	14	16
YEARS WITH PRESENT BANK	75	6	13	10	17
YEARS IN POSITION	75	3	4	3	5
REPORTING LEVEL	73	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	75	5	7	7	8
ASSET SIZE (MILLIONS)	76	$292.1	$362.2	$366.0	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,900	$29,351	$27,900	$32,150
BONUS	16	813	4,797	2,400	6,000
TOTAL COMPENSATION	37	25,164	31,425	29,000	34,000
AGE	35	38	47	46	55
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	36	5	12	11	17
YEARS IN POSITION	37	2	5	4	9
REPORTING LEVEL	35	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	29	1	3	2	5
ASSET SIZE (MILLIONS)	37	$284.4	$353.9	$360.0	$407.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$17,575	$21,331	$20,450	$25,000
BONUS	11	413	1,888	652	1,697
TOTAL COMPENSATION	42	17,575	21,825	20,699	25,000
AGE	41	36	47	47	57
YEARS OF EDUCATION	40	13	15	16	16
YEARS WITH PRESENT BANK	41	6	13	9	19
YEARS IN POSITION	41	3	5	4	7
REPORTING LEVEL	41	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	16	1	1	1	1
ASSET SIZE (MILLIONS)	42	$300.0	$373.6	$383.1	$431.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$16,800	$20,705	$20,000	$25,000
BONUS	13	483	1,569	1,115	2,150
TOTAL COMPENSATION	61	17,400	21,039	20,000	25,100
AGE	60	31	42	38	51
YEARS OF EDUCATION	59	16	15	16	16
YEARS WITH PRESENT BANK	61	3	9	7	14
YEARS IN POSITION	61	2	4	3	6
REPORTING LEVEL	61	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	57	5	7	7	9
ASSET SIZE (MILLIONS)	61	$283.4	$347.8	$333.2	$404.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	83	$30,000	$35,801	$36,000	$40,000
BONUS	33	1,888	4,643	3,800	5,651
TOTAL COMPENSATION	83	31,000	37,647	37,620	43,000
AGE	82	38	45	43	53
YEARS OF EDUCATION	81	16	16	16	17
YEARS WITH PRESENT BANK	83	8	15	12	18
YEARS IN POSITION	83	2	5	4	7
REPORTING LEVEL	83	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	77	7	20	13	25
ASSET SIZE (MILLIONS)	83	$291.0	$359.7	$360.0	$421.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	92	$21,500	$25,014	$25,000	$28,625
BONUS	24	1,035	2,565	1,737	2,895
TOTAL COMPENSATION	92	21,914	25,683	25,000	29,338
AGE	90	34	40	39	45
YEARS OF EDUCATION	88	16	16	16	16
YEARS WITH PRESENT BANK	91	5	11	8	15
YEARS IN POSITION	91	2	4	4	6
REPORTING LEVEL	89	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	1	4	3	5
ASSET SIZE (MILLIONS)	92	$289.2	$356.5	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$14,400	$17,438	$16,600	$19,400
BONUS	13	735	1,807	1,000	2,500
TOTAL COMPENSATION	61	14,650	17,823	16,700	19,900
AGE	61	29	32	31	35
YEARS OF EDUCATION	59	15	15	16	16
YEARS WITH PRESENT BANK	61	4	6	6	8
YEARS IN POSITION	61	1	2	2	3
REPORTING LEVEL	61	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	17	1	2	1	2
ASSET SIZE (MILLIONS)	61	$299.0	$362.2	$360.0	$421.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$25,000	$29,274	$28,124	$34,250
BONUS	11	1,500	4,874	3,700	6,000
TOTAL COMPENSATION	32	25,225	30,949	29,550	36,450
AGE	31	35	46	44	58
YEARS OF EDUCATION	31	13	15	16	16
YEARS WITH PRESENT BANK	32	7	17	14	24
YEARS IN POSITION	32	3	6	4	8
REPORTING LEVEL	32	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	3	5
ASSET SIZE (MILLIONS)	32	$298.6	$361.7	$359.0	$421.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	69	$25,050	$30,409	$30,000	$35,000
BONUS	18	1,600	3,111	3,250	4,275
TOTAL COMPENSATION	69	25,750	31,220	30,200	36,400
AGE	67	36	42	42	46
YEARS OF EDUCATION	65	13	15	15	16
YEARS WITH PRESENT BANK	68	4	10	9	16
YEARS IN POSITION	67	2	5	4	7
REPORTING LEVEL	66	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	64	19	48	35	69
ASSET SIZE (MILLIONS)	69	$294.1	$365.3	$367.0	$425.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	87	$30,900	$38,233	$37,492	$44,000
BONUS	32	2,077	6,471	3,850	9,600
TOTAL COMPENSATION	87	32,000	40,613	38,000	48,738
AGE	85	38	45	45	53
YEARS OF EDUCATION	82	16	16	16	18
YEARS WITH PRESENT BANK	86	6	13	9	18
YEARS IN POSITION	86	2	6	6	8
REPORTING LEVEL	85	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	8	53	15	40
ASSET SIZE (MILLIONS)	87	$298.1	$363.1	$365.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	75	$12,600	$15,682	$15,100	$18,000
BONUS	12	322	1,369	739	1,550
TOTAL COMPENSATION	75	12,600	15,901	15,100	18,400
AGE	74	32	38	35	44
YEARS OF EDUCATION	72	12	14	13	16
YEARS WITH PRESENT BANK	75	4	8	7	10
YEARS IN POSITION	75	2	4	2	5
REPORTING LEVEL	73	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	69	3	7	5	10
ASSET SIZE (MILLIONS)	75	$293.0	$362.5	$360.0	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$23,800	$27,564	$27,550	$31,000
BONUS	28	1,058	3,030	2,243	4,650
TOTAL COMPENSATION	86	24,350	28,550	28,053	32,000
AGE	83	39	47	48	55
YEARS OF EDUCATION	81	13	14	14	16
YEARS WITH PRESENT BANK	84	7	13	11	16
YEARS IN POSITION	84	2	6	4	8
REPORTING LEVEL	82	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	80	11	24	20	33
ASSET SIZE (MILLIONS)	86	$288.1	$357.5	$360.0	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	86	$14,211	$17,402	$16,875	$20,075
BONUS	17	825	1,656	1,500	2,031
TOTAL COMPENSATION	86	14,288	17,729	17,000	20,370
AGE	85	33	40	38	45
YEARS OF EDUCATION	83	12	14	13	16
YEARS WITH PRESENT BANK	86	6	11	9	13
YEARS IN POSITION	85	2	5	4	6
REPORTING LEVEL	84	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	56	3	11	7	15
ASSET SIZE (MILLIONS)	86	$286.2	$355.6	$356.3	$420.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	89	$21,000	$24,595	$24,000	$27,450
BONUS	24	1,500	2,598	2,185	3,650
TOTAL COMPENSATION	89	21,620	25,296	24,500	28,400
AGE	87	34	41	39	46
YEARS OF EDUCATION	86	14	15	16	16
YEARS WITH PRESENT BANK	88	3	11	9	17
YEARS IN POSITION	88	2	6	4	9
REPORTING LEVEL	85	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	86	4	7	6	8
ASSET SIZE (MILLIONS)	89	$287.6	$356.7	$358.0	$421.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$22,450	$31,463	$28,800	$41,550
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	22,968	34,335	28,800	45,450
AGE	13	37	47	45	57
YEARS OF EDUCATION	12	16	16	16	16
YEARS WITH PRESENT BANK	13	6	10	9	15
YEARS IN POSITION	13	2	5	4	8
REPORTING LEVEL	13	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	10	3	10	6	18
ASSET SIZE (MILLIONS)	13	$352.2	$405.5	$421.3	$466.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$18,000	$23,844	$23,000	$27,000
BONUS	10	607	1,629	1,500	1,943
TOTAL COMPENSATION	52	18,079	24,157	23,000	28,375
AGE	50	34	43	39	51
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	51	3	9	6	11
YEARS IN POSITION	51	2	4	2	5
REPORTING LEVEL	50	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	31	2	8	4	10
ASSET SIZE (MILLIONS)	52	$300.0	$363.6	$360.0	$427.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	74	$23,000	$28,637	$26,375	$34,563
BONUS	23	1,000	2,817	1,911	2,750
TOTAL COMPENSATION	74	24,133	29,513	27,700	34,563
AGE	72	35	42	41	48
YEARS OF EDUCATION	71	16	16	16	16
YEARS WITH PRESENT BANK	73	4	9	9	13
YEARS IN POSITION	73	2	5	3	6
REPORTING LEVEL	72	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	69	2	7	3	6
ASSET SIZE (MILLIONS)	74	$290.4	$354.0	$349.1	$416.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	80	$24,791	$28,995	$28,260	$32,650
BONUS	27	1,188	3,444	2,000	4,800
TOTAL COMPENSATION	80	25,070	30,158	28,794	34,075
AGE	80	39	46	45	53
YEARS OF EDUCATION	77	13	15	16	16
YEARS WITH PRESENT BANK	80	5	14	13	20
YEARS IN POSITION	80	2	5	4	6
REPORTING LEVEL	79	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	75	5	10	7	12
ASSET SIZE (MILLIONS)	80	$289.2	$356.8	$356.3	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	72	$17,342	$20,919	$20,646	$23,000
BONUS	20	525	2,177	1,260	3,241
TOTAL COMPENSATION	72	17,540	21,524	20,646	24,450
AGE	72	33	40	38	45
YEARS OF EDUCATION	69	12	14	15	16
YEARS WITH PRESENT BANK	72	5	13	10	18
YEARS IN POSITION	71	3	5	4	6
REPORTING LEVEL	70	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	2	6	4	7
ASSET SIZE (MILLIONS)	72	$284.2	$360.7	$362.5	$425.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$12,500	$14,704	$14,500	$16,425
BONUS	6	371	1,055	550	1,950
TOTAL COMPENSATION	44	12,500	14,848	14,813	16,500
AGE	44	28	37	32	40
YEARS OF EDUCATION	42	12	14	14	16
YEARS WITH PRESENT BANK	44	4	7	7	8
YEARS IN POSITION	44	2	3	2	3
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	20	1	3	3	5
ASSET SIZE (MILLIONS)	44	$294.7	$364.6	$366.4	$424.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$10,600	$13,798	$13,500	$16,200
BONUS	10	450	1,059	753	1,701
TOTAL COMPENSATION	47	10,800	14,023	13,600	16,380
AGE	45	36	48	51	58
YEARS OF EDUCATION	44	12	13	12	14
YEARS WITH PRESENT BANK	47	7	17	13	23
YEARS IN POSITION	47	3	5	4	7
REPORTING LEVEL	46	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	26	3	9	7	12
ASSET SIZE (MILLIONS)	47	$286.7	$356.2	$346.5	$425.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$9,975	$11,486	$11,100	$12,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	10,375	11,604	11,350	12,000
AGE	9	26	32	33	38
YEARS OF EDUCATION	9	17	17	17	18
YEARS WITH PRESENT BANK	10	1	2	2	2
YEARS IN POSITION	8	1	2	2	2
REPORTING LEVEL	11	6	5	5	3
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	14	$296.3	$373.8	$376.5	$428.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	61	$9,600	$10,855	$10,800	$11,630
BONUS	9	255	700	479	770
TOTAL COMPENSATION	61	9,637	10,958	10,800	11,994
AGE	54	24	26	25	27
YEARS OF EDUCATION	54	16	16	16	16
YEARS WITH PRESENT BANK	56	1	2	2	2
YEARS IN POSITION	55	1	2	2	2
REPORTING LEVEL	52	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	61	$295.5	$354.8	$344.3	$414.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	88	$25,975	$32,874	$31,950	$38,120
BONUS	33	1,550	4,811	3,500	5,750
TOTAL COMPENSATION	88	26,874	34,679	32,632	40,250
AGE	85	38	44	42	50
YEARS OF EDUCATION	84	12	14	14	16
YEARS WITH PRESENT BANK	87	9	16	14	23
YEARS IN POSITION	87	2	5	4	7
REPORTING LEVEL	86	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	83	52	97	80	130
ASSET SIZE (MILLIONS)	88	$285.4	$356.2	$355.3	$421.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$22,800	$26,699	$25,000	$34,100
BONUS	6	938	1,958	1,550	2,675
TOTAL COMPENSATION	19	22,800	27,317	25,000	34,200
AGE	18	37	44	44	51
YEARS OF EDUCATION	17	13	15	16	16
YEARS WITH PRESENT BANK	18	9	16	13	21
YEARS IN POSITION	18	3	5	4	6
REPORTING LEVEL	19	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	17	10	24	19	38
ASSET SIZE (MILLIONS)	19	$285.0	$353.5	$358.0	$420.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	23	$13,400	$17,480	$16,900	$21,700
BONUS	5	400	1,030	750	1,800
TOTAL COMPENSATION	23	13,500	17,704	17,250	21,700
AGE	23	32	40	38	56
YEARS OF EDUCATION	22	12	14	14	16
YEARS WITH PRESENT BANK	23	5	12	9	12
YEARS IN POSITION	23	1	4	3	5
REPORTING LEVEL	22	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	7	5	6	6	8
ASSET SIZE (MILLIONS)	23	$298.1	$362.1	$360.0	$415.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	98	$21,000	$24,928	$24,804	$27,500
BONUS	29	1,500	2,581	2,000	4,000
TOTAL COMPENSATION	98	21,000	25,692	25,000	29,050
AGE	96	35	43	42	50
YEARS OF EDUCATION	94	14	16	16	17
YEARS WITH PRESENT BANK	97	4	12	8	16
YEARS IN POSITION	97	2	5	4	8
REPORTING LEVEL	96	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	95	3	16	6	8
ASSET SIZE (MILLIONS)	98	$291.6	$359.5	$359.0	$422.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$15,522	$21,123	$21,999	$25,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	19	15,522	21,850	23,709	25,000
AGE	19	36	42	38	49
YEARS OF EDUCATION	19	13	15	16	16
YEARS WITH PRESENT BANK	19	8	15	11	18
YEARS IN POSITION	19	3	7	5	8
REPORTING LEVEL	19	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	13	1	4	3	5
ASSET SIZE (MILLIONS)	19	$288.6	$357.4	$344.3	$447.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	62	$16,875	$20,473	$20,300	$24,500
BONUS	14	1,075	2,395	1,858	3,400
TOTAL COMPENSATION	62	16,875	21,014	20,450	25,663
AGE	61	40	49	51	57
YEARS OF EDUCATION	59	12	14	14	16
YEARS WITH PRESENT BANK	61	5	13	9	17
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	2	11	5	12
ASSET SIZE (MILLIONS)	62	$289.9	$363.5	$369.5	$429.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	35	$12,499	$16,985	$17,212	$20,000
BONUS	5	393	1,960	2,500	3,257
TOTAL COMPENSATION	35	12,499	17,265	17,500	20,000
AGE	35	31	39	37	48
YEARS OF EDUCATION	34	13	15	16	17
YEARS WITH PRESENT BANK	35	3	8	6	13
YEARS IN POSITION	35	2	4	3	5
REPORTING LEVEL	33	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	17	1	4	2	5
ASSET SIZE (MILLIONS)	35	$291.8	$355.2	$344.3	$400.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	91	$32,084	$38,339	$38,000	$43,000
BONUS	30	2,422	5,209	4,350	7,050
TOTAL COMPENSATION	91	34,000	40,056	39,800	45,300
AGE	88	43	49	50	55
YEARS OF EDUCATION	88	16	17	17	19
YEARS WITH PRESENT BANK	90	8	15	15	20
YEARS IN POSITION	90	3	7	6	9
REPORTING LEVEL	88	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	87	12	22	19	30
ASSET SIZE (MILLIONS)	91	$286.7	$356.5	$351.8	$421.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $250 TO $499 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	81	$16,100	$20,019	$19,080	$23,100
BONUS	18	938	1,821	1,500	2,925
TOTAL COMPENSATION	81	16,250	20,423	20,000	23,880
AGE	79	35	42	39	50
YEARS OF EDUCATION	79	12	14	14	16
YEARS WITH PRESENT BANK	80	5	11	10	15
YEARS IN POSITION	80	2	5	4	7
REPORTING LEVEL	79	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	74	5	10	9	14
ASSET SIZE (MILLIONS)	81	$289.8	$360.5	$360.0	$423.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $500 TO $999 MILLION

Of the 3,203 banks submitting data for the national survey results, 54 banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$83,063	$103,346	$99,250	$124,375
BONUS	21	9,378	21,964	17,300	24,626
TOTAL COMPENSATION	52	86,635	112,216	103,300	130,000
AGE	52	49	55	56	60
YEARS OF EDUCATION	48	16	17	16	18
YEARS WITH PRESENT BANK	52	11	22	25	32
YEARS IN POSITION	52	4	8	6	11
REPORTING LEVEL	52	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	50	544	709	708	867
ASSET SIZE (MILLIONS)	52	$542.0	$649.2	$635.8	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$54,000	$64,105	$63,000	$74,500
BONUS	20	3,601	11,566	9,132	18,308
TOTAL COMPENSATION	47	54,000	69,027	63,969	81,000
AGE	47	42	51	53	57
YEARS OF EDUCATION	44	16	17	16	18
YEARS WITH PRESENT BANK	47	11	20	21	30
YEARS IN POSITION	47	3	6	5	8
REPORTING LEVEL	45	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	45	153	461	464	749
ASSET SIZE (MILLIONS)	47	$542.0	$647.7	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	19	$40,000	$47,990	$44,000	$51,500
BONUS	8	1,928	7,242	3,468	16,385
TOTAL COMPENSATION	19	40,550	51,039	47,070	56,000
AGE	19	41	50	50	55
YEARS OF EDUCATION	18	16	16	16	16
YEARS WITH PRESENT BANK	19	7	18	16	28
YEARS IN POSITION	19	2	5	3	6
REPORTING LEVEL	19	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	18	37	217	98	260
ASSET SIZE (MILLIONS)	19	$540.8	$655.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$19,000	$23,017	$21,300	$26,250
BONUS	6	709	1,304	1,390	1,845
TOTAL COMPENSATION	27	19,000	23,306	21,487	26,250
AGE	27	34	45	42	56
YEARS OF EDUCATION	26	13	15	16	16
YEARS WITH PRESENT BANK	27	3	9	6	15
YEARS IN POSITION	26	2	5	3	7
REPORTING LEVEL	27	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	22	1	3	2	4
ASSET SIZE (MILLIONS)	27	$544.5	$668.3	$625.0	$825.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$30,875	$39,329	$38,417	$45,000
BONUS	13	1,250	4,958	3,000	6,580
TOTAL COMPENSATION	40	32,125	40,940	39,000	47,684
AGE	40	39	47	47	52
YEARS OF EDUCATION	38	16	16	16	18
YEARS WITH PRESENT BANK	40	7	16	14	22
YEARS IN POSITION	40	3	6	5	9
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	37	3	38	7	20
ASSET SIZE (MILLIONS)	40	$541.1	$647.9	$621.7	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$24,000	$29,907	$28,000	$35,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	24,000	30,268	28,000	35,000
AGE	15	36	43	42	50
YEARS OF EDUCATION	15	12	15	16	16
YEARS WITH PRESENT BANK	15	10	15	11	22
YEARS IN POSITION	15	4	6	6	8
REPORTING LEVEL	15	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	14	3	5	5	6
ASSET SIZE (MILLIONS)	15	$542.3	$676.0	$671.9	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	42	$29,475	$35,681	$34,750	$39,000
BONUS	14	1,306	5,833	1,981	13,011
TOTAL COMPENSATION	42	29,875	37,626	35,785	40,125
AGE	42	42	48	48	54
YEARS OF EDUCATION	40	12	14	15	16
YEARS WITH PRESENT BANK	42	9	19	17	26
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	40	160	264	227	360
ASSET SIZE (MILLIONS)	42	$540.0	$647.6	$584.7	$752.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$20,850	$26,544	$25,875	$30,875
BONUS	5	775	1,116	800	1,616
TOTAL COMPENSATION	30	20,850	26,730	25,875	31,475
AGE	30	37	43	43	49
YEARS OF EDUCATION	28	14	15	16	16
YEARS WITH PRESENT BANK	29	11	17	18	23
YEARS IN POSITION	30	2	5	4	6
REPORTING LEVEL	28	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	28	21	32	30	35
ASSET SIZE (MILLIONS)	30	$536.9	$641.1	$629.3	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$17,685	$20,822	$20,374	$23,300
BONUS	12	724	2,685	818	2,666
TOTAL COMPENSATION	43	18,000	21,572	20,800	23,430
AGE	43	35	41	39	46
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	43	8	16	14	22
YEARS IN POSITION	43	3	5	4	5
REPORTING LEVEL	41	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	41	11	15	13	18
ASSET SIZE (MILLIONS)	43	$540.8	$653.8	$633.6	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,109	$16,952	$16,606	$18,518
BONUS	11	541	986	711	1,260
TOTAL COMPENSATION	46	15,273	17,188	16,912	18,579
AGE	46	34	41	39	46
YEARS OF EDUCATION	43	12	14	13	16
YEARS WITH PRESENT BANK	46	8	13	11	17
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	44	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	44	6	7	8	8
ASSET SIZE (MILLIONS)	46	$540.0	$646.0	$615.2	$725.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$21,400	$30,829	$27,350	$32,621
BONUS	7	800	1,687	1,452	2,752
TOTAL COMPENSATION	31	21,674	31,210	27,500	32,621
AGE	31	36	45	41	52
YEARS OF EDUCATION	31	12	15	16	16
YEARS WITH PRESENT BANK	31	7	15	13	22
YEARS IN POSITION	31	2	5	4	7
REPORTING LEVEL	31	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	25	2	6	4	7
ASSET SIZE (MILLIONS)	31	$542.0	$647.6	$625.0	$690.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	28	$17,500	$20,722	$20,845	$23,530
BONUS	6	789	1,757	1,781	2,516
TOTAL COMPENSATION	28	18,115	21,098	21,650	23,772
AGE	28	34	43	45	51
YEARS OF EDUCATION	28	12	15	16	16
YEARS WITH PRESENT BANK	28	4	11	10	15
YEARS IN POSITION	28	2	5	3	8
REPORTING LEVEL	27	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	11	1	3	1	2
ASSET SIZE (MILLIONS)	28	$538.5	$664.6	$639.5	$781.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	40	$17,888	$23,466	$20,000	$23,750
BONUS	9	870	1,576	1,000	2,189
TOTAL COMPENSATION	40	18,000	23,821	20,490	23,750
AGE	40	34	40	38	47
YEARS OF EDUCATION	37	15	15	16	16
YEARS WITH PRESENT BANK	40	5	10	8	12
YEARS IN POSITION	40	2	3	3	4
REPORTING LEVEL	38	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	5	35	12	17
ASSET SIZE (MILLIONS)	40	$541.1	$653.5	$639.5	$733.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$32,800	$38,611	$38,500	$42,500
BONUS	12	1,588	5,069	4,076	7,375
TOTAL COMPENSATION	47	33,249	39,905	39,300	44,793
AGE	47	39	45	44	49
YEARS OF EDUCATION	44	14	16	16	16
YEARS WITH PRESENT BANK	47	6	15	15	19
YEARS IN POSITION	47	2	5	4	6
REPORTING LEVEL	45	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	44	11	27	17	30
ASSET SIZE (MILLIONS)	47	$542.0	$647.4	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$21,822	$26,998	$26,500	$31,225
BONUS	9	1,135	2,036	1,675	2,805
TOTAL COMPENSATION	49	23,172	27,372	27,000	31,750
AGE	49	35	41	39	47
YEARS OF EDUCATION	45	15	16	16	17
YEARS WITH PRESENT BANK	49	7	13	12	16
YEARS IN POSITION	49	3	5	5	7
REPORTING LEVEL	47	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	25	1	3	2	5
ASSET SIZE (MILLIONS)	49	$541.4	$642.4	$633.6	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$16,000	$18,192	$18,300	$19,600
BONUS	7	800	1,186	916	2,016
TOTAL COMPENSATION	43	16,100	18,386	18,300	20,000
AGE	43	30	33	33	34
YEARS OF EDUCATION	41	16	16	16	17
YEARS WITH PRESENT BANK	43	4	7	7	10
YEARS IN POSITION	43	2	3	2	3
REPORTING LEVEL	41	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	12	1	3	1	5
ASSET SIZE (MILLIONS)	43	$542.3	$644.8	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$26,925	$34,649	$35,000	$41,475
BONUS	7	1,000	4,949	3,920	9,925
TOTAL COMPENSATION	24	27,000	36,092	35,000	41,875
AGE	24	39	48	46	58
YEARS OF EDUCATION	22	14	15	16	16
YEARS WITH PRESENT BANK	24	9	19	17	28
YEARS IN POSITION	24	2	6	5	8
REPORTING LEVEL	24	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	21	4	8	5	9
ASSET SIZE (MILLIONS)	24	$550.6	$669.9	$644.5	$743.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$30,350	$35,158	$34,000	$39,800
BONUS	15	1,409	4,254	2,290	4,640
TOTAL COMPENSATION	41	30,900	36,714	35,000	42,000
AGE	41	41	45	45	50
YEARS OF EDUCATION	39	13	15	16	16
YEARS WITH PRESENT BANK	41	7	13	12	16
YEARS IN POSITION	41	3	6	5	10
REPORTING LEVEL	40	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	37	74	71	100
ASSET SIZE (MILLIONS)	41	$542.3	$658.8	$638.0	$741.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$31,688	$41,138	$38,400	$46,250
BONUS	18	1,775	5,136	2,953	8,625
TOTAL COMPENSATION	49	32,250	43,025	41,000	52,603
AGE	49	39	46	46	53
YEARS OF EDUCATION	46	16	16	16	18
YEARS WITH PRESENT BANK	49	8	16	13	23
YEARS IN POSITION	49	3	7	5	10
REPORTING LEVEL	48	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	45	16	94	25	41
ASSET SIZE (MILLIONS)	49	$542.1	$648.9	$638.0	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	44	$14,000	$18,133	$17,000	$21,323
BONUS	8	411	855	618	1,347
TOTAL COMPENSATION	44	14,025	18,289	17,150	21,558
AGE	44	34	41	38	48
YEARS OF EDUCATION	41	12	14	14	16
YEARS WITH PRESENT BANK	44	4	9	8	13
YEARS IN POSITION	44	2	4	2	5
REPORTING LEVEL	42	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	41	7	13	11	17
ASSET SIZE (MILLIONS)	44	$542.3	$658.6	$639.5	$715.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$24,796	$29,108	$29,600	$33,655
BONUS	13	1,178	3,612	2,200	5,240
TOTAL COMPENSATION	49	25,000	30,066	29,600	34,100
AGE	49	42	48	49	55
YEARS OF EDUCATION	46	13	14	14	16
YEARS WITH PRESENT BANK	49	10	17	16	24
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	47	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	46	19	35	36	50
ASSET SIZE (MILLIONS)	49	$541.4	$646.1	$633.6	$709.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$15,500	$19,639	$18,000	$22,200
BONUS	9	710	1,258	800	1,850
TOTAL COMPENSATION	47	15,525	19,880	18,038	22,500
AGE	47	33	41	38	48
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	47	7	12	11	16
YEARS IN POSITION	43	2	5	4	7
REPORTING LEVEL	45	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	32	2	15	7	28
ASSET SIZE (MILLIONS)	47	$540.8	$644.1	$625.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$23,674	$28,083	$27,500	$30,650
BONUS	13	959	2,388	1,388	3,955
TOTAL COMPENSATION	49	24,235	28,717	27,974	32,080
AGE	49	39	46	45	54
YEARS OF EDUCATION	46	14	15	16	16
YEARS WITH PRESENT BANK	49	8	17	16	24
YEARS IN POSITION	49	3	9	7	12
REPORTING LEVEL	46	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	46	7	10	10	14
ASSET SIZE (MILLIONS)	49	$542.1	$654.3	$638.0	$729.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	21	$25,250	$31,848	$30,579	$39,750
BONUS	6	886	4,783	4,990	7,750
TOTAL COMPENSATION	21	25,250	33,215	30,800	42,490
AGE	21	33	45	45	55
YEARS OF EDUCATION	19	16	16	16	17
YEARS WITH PRESENT BANK	21	5	10	9	15
YEARS IN POSITION	21	2	5	4	9
REPORTING LEVEL	21	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	21	6	12	8	19
ASSET SIZE (MILLIONS)	21	$542.1	$687.5	$672.3	$826.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$18,235	$27,512	$24,750	$27,225
BONUS	6	1,009	5,582	2,006	9,300
TOTAL COMPENSATION	32	18,405	28,559	24,750	27,225
AGE	32	34	41	40	48
YEARS OF EDUCATION	30	14	15	16	16
YEARS WITH PRESENT BANK	32	3	11	10	17
YEARS IN POSITION	32	2	4	3	5
REPORTING LEVEL	30	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	26	2	10	3	10
ASSET SIZE (MILLIONS)	32	$541.1	$636.3	$582.7	$688.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$26,500	$32,193	$33,150	$37,900
BONUS	15	1,293	3,568	2,800	5,000
TOTAL COMPENSATION	43	27,500	33,437	35,499	39,500
AGE	43	40	46	45	54
YEARS OF EDUCATION	40	16	16	16	17
YEARS WITH PRESENT BANK	43	8	15	13	20
YEARS IN POSITION	42	2	5	4	7
REPORTING LEVEL	41	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	39	4	8	5	10
ASSET SIZE (MILLIONS)	43	$542.0	$650.0	$640.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$28,000	$33,531	$32,500	$38,400
BONUS	17	1,514	3,434	1,971	4,490
TOTAL COMPENSATION	47	28,500	34,773	34,329	39,583
AGE	47	39	47	46	53
YEARS OF EDUCATION	45	13	15	15	16
YEARS WITH PRESENT BANK	47	9	16	14	22
YEARS IN POSITION	47	2	6	5	9
REPORTING LEVEL	45	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	44	8	16	13	22
ASSET SIZE (MILLIONS)	47	$542.0	$650.9	$638.0	$697.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$18,034	$22,365	$21,600	$26,250
BONUS	10	853	1,552	1,308	2,083
TOTAL COMPENSATION	46	18,938	22,702	21,950	26,250
AGE	46	36	44	43	51
YEARS OF EDUCATION	44	13	15	16	16
YEARS WITH PRESENT BANK	46	9	15	13	22
YEARS IN POSITION	44	3	6	4	8
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	30	2	5	4	6
ASSET SIZE (MILLIONS)	46	$541.7	$641.8	$629.3	$691.9

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	36	$14,025	$16,456	$16,213	$18,225
BONUS	7	725	1,092	886	1,420
TOTAL COMPENSATION	36	14,025	16,668	16,607	18,525
AGE	36	30	36	32	42
YEARS OF EDUCATION	34	12	14	16	16
YEARS WITH PRESENT BANK	36	4	9	8	13
YEARS IN POSITION	36	2	3	3	4
REPORTING LEVEL	34	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	15	1	6	5	6
ASSET SIZE (MILLIONS)	36	$545.1	$652.9	$639.5	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$11,963	$14,526	$14,000	$15,900
BONUS	5	707	1,493	1,200	2,425
TOTAL COMPENSATION	25	12,082	14,825	14,000	16,293
AGE	25	32	43	43	50
YEARS OF EDUCATION	24	12	13	12	14
YEARS WITH PRESENT BANK	25	9	14	11	21
YEARS IN POSITION	25	3	4	4	7
REPORTING LEVEL	25	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	10	4	12	9	11
ASSET SIZE (MILLIONS)	25	$539.6	$659.7	$633.6	$748.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$11,850	$13,561	$12,708	$15,411
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	12,000	13,654	12,708	15,411
AGE	12	26	28	27	30
YEARS OF EDUCATION	13	17	18	18	18
YEARS WITH PRESENT BANK	12	2	3	2	3
YEARS IN POSITION	11	1	2	2	2
REPORTING LEVEL	11	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	14	$545.7	$691.0	$672.8	$761.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$9,636	$10,509	$10,500	$11,000
BONUS	6	170	484	403	733
TOTAL COMPENSATION	39	9,636	10,583	10,500	11,500
AGE	36	24	26	24	27
YEARS OF EDUCATION	37	16	16	16	16
YEARS WITH PRESENT BANK	37	2	3	2	3
YEARS IN POSITION	35	1	2	2	2
REPORTING LEVEL	35	6	6	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	39	$542.0	$653.2	$641.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$31,404	$37,583	$37,000	$42,200
BONUS	17	1,638	4,792	2,099	8,700
TOTAL COMPENSATION	45	32,500	39,394	40,500	45,000
AGE	45	41	47	48	54
YEARS OF EDUCATION	42	13	15	16	16
YEARS WITH PRESENT BANK	45	12	19	17	30
YEARS IN POSITION	44	3	5	4	7
REPORTING LEVEL	43	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	42	104	215	161	226
ASSET SIZE (MILLIONS)	45	$541.4	$642.0	$638.0	$693.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$21,700	$32,297	$31,500	$41,500
BONUS	5	4,900	8,619	8,500	12,399
TOTAL COMPENSATION	15	23,800	35,170	35,000	43,938
AGE	15	37	46	49	53
YEARS OF EDUCATION	14	12	15	16	16
YEARS WITH PRESENT BANK	15	10	14	14	17
YEARS IN POSITION	15	2	4	3	5
REPORTING LEVEL	14	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	14	12	112	24	241
ASSET SIZE (MILLIONS)	15	$542.3	$669.4	$641.0	$828.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$14,263	$17,390	$16,550	$19,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	16	14,459	17,672	16,736	19,000
AGE	16	32	38	37	47
YEARS OF EDUCATION	15	12	14	14	16
YEARS WITH PRESENT BANK	15	7	13	10	19
YEARS IN POSITION	16	2	4	3	5
REPORTING LEVEL	15	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	11	5	47	10	12
ASSET SIZE (MILLIONS)	16	$545.9	$693.4	$659.0	$833.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$24,583	$29,710	$29,750	$33,875
BONUS	18	1,369	3,851	2,551	6,425
TOTAL COMPENSATION	52	24,927	31,043	29,750	35,000
AGE	52	38	47	46	57
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	6	14	11	21
YEARS IN POSITION	52	3	7	5	10
REPORTING LEVEL	50	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	48	7	12	11	16
ASSET SIZE (MILLIONS)	52	$542.0	$644.5	$629.3	$695.6

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	24	$16,925	$23,232	$25,000	$27,650
BONUS	9	745	2,413	1,151	2,545
TOTAL COMPENSATION	24	17,983	24,137	25,000	27,950
AGE	24	33	40	38	45
YEARS OF EDUCATION	23	16	16	16	17
YEARS WITH PRESENT BANK	24	5	12	9	16
YEARS IN POSITION	24	2	6	4	7
REPORTING LEVEL	24	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	18	2	5	4	6
ASSET SIZE (MILLIONS)	24	$575.4	$696.1	$672.8	$813.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	47	$17,500	$21,549	$21,900	$26,000
BONUS	12	660	2,022	863	3,038
TOTAL COMPENSATION	47	17,500	22,065	21,900	26,400
AGE	47	42	50	50	58
YEARS OF EDUCATION	45	12	14	13	16
YEARS WITH PRESENT BANK	47	8	14	12	17
YEARS IN POSITION	46	3	6	5	8
REPORTING LEVEL	44	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	33	3	16	8	22
ASSET SIZE (MILLIONS)	47	$542.3	$659.4	$648.0	$737.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$14,000	$18,203	$16,500	$22,000
BONUS	6	800	1,444	1,072	2,130
TOTAL COMPENSATION	31	14,040	18,482	16,500	23,500
AGE	30	31	39	35	49
YEARS OF EDUCATION	27	13	15	16	16
YEARS WITH PRESENT BANK	30	3	8	5	9
YEARS IN POSITION	29	2	3	3	3
REPORTING LEVEL	29	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	24	1	4	3	5
ASSET SIZE (MILLIONS)	31	$547.0	$665.2	$666.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$36,434	$44,215	$43,500	$50,500
BONUS	15	2,002	5,204	2,900	8,500
TOTAL COMPENSATION	43	37,000	46,030	44,500	53,500
AGE	43	45	51	49	57
YEARS OF EDUCATION	41	16	17	18	19
YEARS WITH PRESENT BANK	43	7	16	15	23
YEARS IN POSITION	43	4	8	6	10
REPORTING LEVEL	42	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	41	24	41	36	58
ASSET SIZE (MILLIONS)	43	$542.0	$652.4	$638.0	$721.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $500 TO $999 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$18,781	$22,921	$21,896	$25,850
BONUS	9	767	1,697	1,103	2,920
TOTAL COMPENSATION	45	19,100	23,260	22,000	26,950
AGE	45	34	41	38	48
YEARS OF EDUCATION	43	13	15	16	16
YEARS WITH PRESENT BANK	45	6	10	10	14
YEARS IN POSITION	45	2	5	5	9
REPORTING LEVEL	44	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	43	11	18	15	27
ASSET SIZE (MILLIONS)	45	$541.4	$647.0	$633.6	$709.4

ALL REGIONS COMBINED (NATIONAL)

ASSET SIZE: $1 BILLION AND OVER

Of the 3,203 banks submitting data for the national survey results, 78 banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data.

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	77	$98,750	$139,960	$130,000	$180,130
BONUS	44	9,250	40,579	30,000	51,975
TOTAL COMPENSATION	77	102,700	163,148	145,000	200,000
AGE	76	51	55	56	60
YEARS OF EDUCATION	73	16	16	16	18
YEARS WITH PRESENT BANK	76	7	20	21	32
YEARS IN POSITION	75	3	6	5	7
REPORTING LEVEL	77	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	74	820	2,689	1,609	3,525
ASSET SIZE (MILLIONS)	77	$1,303.9	$11,028.4	$2,400.0	$11,812.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	70	$74,675	$100,395	$94,900	$127,343
BONUS	44	5,918	25,499	17,070	35,000
TOTAL COMPENSATION	70	75,000	116,423	106,017	135,125
AGE	68	47	51	51	56
YEARS OF EDUCATION	66	16	16	16	17
YEARS WITH PRESENT BANK	69	8	18	15	30
YEARS IN POSITION	68	2	4	4	5
REPORTING LEVEL	67	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	67	191	1,972	937	1,900
ASSET SIZE (MILLIONS)	70	$1,300.0	$10,396.0	$2,407.3	$11,656.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$47,015	$64,053	$60,000	$77,500
BONUS	23	5,000	12,992	11,700	15,500
TOTAL COMPENSATION	41	50,015	71,342	65,000	80,825
AGE	41	45	49	49	56
YEARS OF EDUCATION	39	15	16	16	17
YEARS WITH PRESENT BANK	41	12	19	18	29
YEARS IN POSITION	39	2	5	5	7
REPORTING LEVEL	39	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	40	66	460	226	658
ASSET SIZE (MILLIONS)	41	$1,300.0	$8,805.4	$2,257.6	$4,600.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	45	$21,062	$27,399	$25,000	$32,448
BONUS	5	1,322	6,570	2,716	13,746
TOTAL COMPENSATION	45	21,062	28,129	25,600	32,448
AGE	44	33	42	40	52
YEARS OF EDUCATION	42	16	16	16	17
YEARS WITH PRESENT BANK	45	4	9	8	12
YEARS IN POSITION	44	2	4	4	6
REPORTING LEVEL	44	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	39	2	6	4	7
ASSET SIZE (MILLIONS)	45	$1,303.9	$4,250.3	$2,220.0	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$39,300	$52,468	$50,000	$59,158
BONUS	32	4,238	10,758	7,227	14,796
TOTAL COMPENSATION	53	42,625	58,964	51,332	68,100
AGE	50	37	45	45	53
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	52	7	15	12	23
YEARS IN POSITION	51	3	6	5	7
REPORTING LEVEL	51	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	51	8	41	20	35
ASSET SIZE (MILLIONS)	53	$1,261.5	$5,012.7	$2,103.7	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BOND DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	33	$24,690	$39,622	$33,900	$40,750
BONUS	8	2,075	12,174	5,834	17,000
TOTAL COMPENSATION	33	24,690	42,573	35,500	42,110
AGE	32	37	45	43	50
YEARS OF EDUCATION	31	14	16	16	18
YEARS WITH PRESENT BANK	33	6	11	8	15
YEARS IN POSITION	31	3	4	4	5
REPORTING LEVEL	32	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	27	5	30	9	22
ASSET SIZE (MILLIONS)	33	$1,261.5	$5,617.5	$2,305.2	$4,554.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	48	$33,250	$43,710	$41,175	$51,775
BONUS	22	3,940	10,477	5,749	13,625
TOTAL COMPENSATION	48	33,250	48,512	43,950	55,375
AGE	47	41	47	46	52
YEARS OF EDUCATION	44	14	15	16	16
YEARS WITH PRESENT BANK	48	11	20	17	30
YEARS IN POSITION	47	2	4	4	5
REPORTING LEVEL	44	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	43	272	984	546	928
ASSET SIZE (MILLIONS)	48	$1,300.6	$5,533.9	$2,262.6	$4,481.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	41	$24,795	$29,696	$30,500	$34,400
BONUS	10	1,600	4,896	4,353	7,195
TOTAL COMPENSATION	41	24,795	30,890	30,500	35,954
AGE	39	41	46	47	52
YEARS OF EDUCATION	35	14	15	16	16
YEARS WITH PRESENT BANK	40	11	18	18	26
YEARS IN POSITION	36	2	4	3	5
REPORTING LEVEL	39	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	38	30	39	36	47
ASSET SIZE (MILLIONS)	41	$1,261.5	$4,674.0	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$19,725	$22,714	$21,750	$27,000
BONUS	15	1,216	2,610	1,850	3,606
TOTAL COMPENSATION	54	19,975	23,439	22,050	27,387
AGE	52	35	44	42	52
YEARS OF EDUCATION	50	13	15	15	16
YEARS WITH PRESENT BANK	53	10	17	13	23
YEARS IN POSITION	51	2	5	3	5
REPORTING LEVEL	52	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	50	10	16	15	20
ASSET SIZE (MILLIONS)	54	$1,280.7	$6,801.7	$2,071.8	$4,331.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$15,664	$18,364	$18,000	$20,765
BONUS	16	1,004	1,922	1,460	3,098
TOTAL COMPENSATION	53	16,395	18,945	18,150	20,840
AGE	51	33	41	41	48
YEARS OF EDUCATION	49	12	14	14	16
YEARS WITH PRESENT BANK	52	7	13	11	18
YEARS IN POSITION	50	2	3	3	5
REPORTING LEVEL	51	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	49	6	8	7	9
ASSET SIZE (MILLIONS)	53	$1,300.0	$8,392.2	$2,103.7	$4,454.7

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	22	$28,413	$34,206	$32,682	$41,833
BONUS	8	1,177	3,525	3,000	5,911
TOTAL COMPENSATION	22	28,613	35,488	33,532	44,748
AGE	22	39	48	46	57
YEARS OF EDUCATION	22	16	16	16	17
YEARS WITH PRESENT BANK	22	7	15	13	18
YEARS IN POSITION	22	2	5	4	8
REPORTING LEVEL	21	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	19	3	13	7	16
ASSET SIZE (MILLIONS)	22	$1,209.7	$8,343.2	$1,866.9	$8,072.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	31	$17,600	$23,269	$21,610	$29,000
BONUS	5	799	2,283	1,850	3,985
TOTAL COMPENSATION	31	17,600	23,638	21,950	29,000
AGE	29	39	45	43	55
YEARS OF EDUCATION	29	14	15	16	16
YEARS WITH PRESENT BANK	30	6	13	12	16
YEARS IN POSITION	29	2	4	4	6
REPORTING LEVEL	29	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	14	1	6	2	7
ASSET SIZE (MILLIONS)	31	$1,219.0	$6,712.6	$1,618.3	$3,056.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$20,100	$29,123	$27,000	$35,250
BONUS	14	1,935	3,863	4,063	5,188
TOTAL COMPENSATION	53	20,704	30,143	28,500	36,320
AGE	52	33	39	36	44
YEARS OF EDUCATION	50	16	16	16	16
YEARS WITH PRESENT BANK	53	6	10	8	13
YEARS IN POSITION	52	2	3	3	4
REPORTING LEVEL	52	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	51	12	26	20	38
ASSET SIZE (MILLIONS)	53	$1,301.3	$6,992.3	$2,115.5	$4,382.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$34,000	$49,596	$42,000	$55,000
BONUS	26	4,300	9,936	6,995	10,750
TOTAL COMPENSATION	51	36,000	54,662	47,038	64,000
AGE	50	38	44	43	48
YEARS OF EDUCATION	48	16	16	16	18
YEARS WITH PRESENT BANK	51	7	14	13	19
YEARS IN POSITION	49	2	4	4	5
REPORTING LEVEL	50	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	49	14	70	35	88
ASSET SIZE (MILLIONS)	51	$1,283.0	$7,026.1	$2,103.7	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	57	$23,500	$27,129	$25,812	$31,100
BONUS	13	1,142	2,899	3,673	4,000
TOTAL COMPENSATION	57	23,500	27,790	27,000	31,710
AGE	55	34	38	37	40
YEARS OF EDUCATION	55	16	16	16	17
YEARS WITH PRESENT BANK	56	5	10	10	12
YEARS IN POSITION	55	2	4	3	4
REPORTING LEVEL	56	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	35	1	7	2	10
ASSET SIZE (MILLIONS)	57	$1,291.5	$8,766.5	$2,040.0	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	53	$16,350	$19,194	$18,500	$22,250
BONUS	9	398	1,219	1,314	1,757
TOTAL COMPENSATION	53	16,500	19,401	18,800	22,250
AGE	48	28	32	30	33
YEARS OF EDUCATION	49	16	16	16	17
YEARS WITH PRESENT BANK	48	4	7	6	8
YEARS IN POSITION	48	2	2	2	3
REPORTING LEVEL	50	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	14	1	3	2	5
ASSET SIZE (MILLIONS)	53	$1,300.0	$5,362.6	$2,115.5	$4,148.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$32,000	$40,789	$39,757	$46,350
BONUS	16	4,050	5,522	5,489	6,998
TOTAL COMPENSATION	46	34,950	42,710	41,620	51,486
AGE	45	42	48	48	53
YEARS OF EDUCATION	43	14	16	16	17
YEARS WITH PRESENT BANK	46	8	17	17	23
YEARS IN POSITION	45	3	5	4	6
REPORTING LEVEL	45	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	41	6	16	10	15
ASSET SIZE (MILLIONS)	46	$1,302.0	$5,953.4	$2,281.4	$4,402.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	54	$35,975	$44,752	$41,400	$51,000
BONUS	27	3,400	8,514	5,800	8,200
TOTAL COMPENSATION	54	38,008	49,009	43,700	52,432
AGE	54	40	44	42	45
YEARS OF EDUCATION	53	14	15	16	17
YEARS WITH PRESENT BANK	54	4	11	11	16
YEARS IN POSITION	52	2	5	4	6
REPORTING LEVEL	52	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	51	74	265	179	304
ASSET SIZE (MILLIONS)	54	$1,268.0	$6,686.7	$2,077.7	$5,025.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$41,400	$54,085	$52,320	$65,000
BONUS	35	3,840	12,695	9,647	16,300
TOTAL COMPENSATION	63	45,500	61,138	54,000	75,000
AGE	62	38	46	46	54
YEARS OF EDUCATION	60	16	16	16	18
YEARS WITH PRESENT BANK	63	6	13	10	17
YEARS IN POSITION	62	2	5	4	7
REPORTING LEVEL	59	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	60	23	97	46	87
ASSET SIZE (MILLIONS)	63	$1,305.1	$7,180.5	$2,257.6	$4,505.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$16,890	$20,812	$20,500	$23,886
BONUS	11	916	2,450	2,024	3,800
TOTAL COMPENSATION	49	17,190	21,362	21,000	24,000
AGE	49	36	44	43	54
YEARS OF EDUCATION	47	12	14	14	16
YEARS WITH PRESENT BANK	49	7	12	10	15
YEARS IN POSITION	48	2	5	4	7
REPORTING LEVEL	48	6	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	10	22	18	35
ASSET SIZE (MILLIONS)	49	$1,291.5	$7,312.4	$2,115.5	$4,378.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$25,000	$33,006	$33,000	$38,300
BONUS	16	3,896	5,578	4,775	7,074
TOTAL COMPENSATION	51	25,360	34,755	33,600	39,450
AGE	50	41	47	47	54
YEARS OF EDUCATION	48	12	14	14	16
YEARS WITH PRESENT BANK	51	9	16	14	23
YEARS IN POSITION	49	3	5	4	7
REPORTING LEVEL	49	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	50	20	98	54	133
ASSET SIZE (MILLIONS)	51	$1,300.0	$8,325.8	$2,115.5	$4,408.1

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	46	$15,306	$18,223	$17,197	$20,850
BONUS	13	834	1,780	1,857	2,391
TOTAL COMPENSATION	46	15,607	18,726	17,851	21,125
AGE	45	33	41	37	51
YEARS OF EDUCATION	44	12	14	14	16
YEARS WITH PRESENT BANK	46	6	11	8	13
YEARS IN POSITION	44	2	4	3	5
REPORTING LEVEL	44	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	27	3	9	5	10
ASSET SIZE (MILLIONS)	46	$1,302.0	$11,406.6	$2,117.8	$4,432.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	67	$28,500	$35,440	$35,220	$39,160
BONUS	31	1,350	5,579	3,800	6,000
TOTAL COMPENSATION	67	28,500	38,021	35,500	41,500
AGE	66	38	45	45	53
YEARS OF EDUCATION	64	16	16	16	18
YEARS WITH PRESENT BANK	67	5	15	12	22
YEARS IN POSITION	65	3	6	5	8
REPORTING LEVEL	63	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	64	11	33	17	39
ASSET SIZE (MILLIONS)	67	$1,305.1	$10,181.0	$2,257.6	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$34,001	$52,699	$43,000	$60,800
BONUS	25	4,455	14,109	8,200	14,750
TOTAL COMPENSATION	49	35,750	59,898	54,000	66,350
AGE	48	39	46	45	52
YEARS OF EDUCATION	46	16	16	16	17
YEARS WITH PRESENT BANK	49	6	12	11	16
YEARS IN POSITION	48	3	6	5	9
REPORTING LEVEL	48	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	47	15	92	30	70
ASSET SIZE (MILLIONS)	49	$1,331.5	$5,045.5	$2,400.0	$4,404.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$20,280	$27,206	$25,600	$30,000
BONUS	12	1,045	3,592	3,422	5,883
TOTAL COMPENSATION	51	20,500	28,051	25,800	31,144
AGE	48	34	45	45	58
YEARS OF EDUCATION	48	16	16	16	16
YEARS WITH PRESENT BANK	49	5	15	11	24
YEARS IN POSITION	49	2	5	3	7
REPORTING LEVEL	50	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	36	2	8	7	11
ASSET SIZE (MILLIONS)	51	$1,358.0	$7,330.6	$2,305.2	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$27,530	$37,330	$35,739	$45,225
BONUS	23	2,525	5,895	5,000	8,096
TOTAL COMPENSATION	58	28,875	39,668	37,256	49,250
AGE	57	37	44	41	49
YEARS OF EDUCATION	56	16	17	16	18
YEARS WITH PRESENT BANK	58	4	9	8	12
YEARS IN POSITION	57	2	4	3	6
REPORTING LEVEL	57	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	56	7	17	11	17
ASSET SIZE (MILLIONS)	58	$1,295.7	$5,657.3	$2,077.7	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	58	$32,000	$39,924	$38,186	$47,025
BONUS	24	2,800	6,233	6,282	9,000
TOTAL COMPENSATION	58	32,775	42,503	39,100	50,753
AGE	58	39	47	48	55
YEARS OF EDUCATION	56	16	16	16	17
YEARS WITH PRESENT BANK	58	6	16	16	24
YEARS IN POSITION	57	3	6	4	8
REPORTING LEVEL	56	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	56	9	33	23	45
ASSET SIZE (MILLIONS)	58	$1,222.0	$5,399.7	$1,784.9	$4,061.2

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	51	$18,000	$24,626	$23,900	$28,600
BONUS	12	1,242	2,334	2,000	3,563
TOTAL COMPENSATION	51	19,000	25,175	25,000	29,670
AGE	50	35	42	40	45
YEARS OF EDUCATION	51	13	15	16	16
YEARS WITH PRESENT BANK	50	6	12	10	17
YEARS IN POSITION	48	2	4	3	5
REPORTING LEVEL	50	6	5	5	5
TOTAL EMPLOYEES SUPERVISED	33	2	9	4	13
ASSET SIZE (MILLIONS)	51	$1,223.0	$5,548.7	$1,676.8	$4,322.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	39	$13,860	$16,386	$16,000	$19,000
BONUS	7	585	1,277	1,125	2,200
TOTAL COMPENSATION	39	14,170	16,615	16,000	19,000
AGE	38	28	35	31	38
YEARS OF EDUCATION	38	12	15	16	16
YEARS WITH PRESENT BANK	38	4	6	6	8
YEARS IN POSITION	38	2	3	2	3
REPORTING LEVEL	38	6	6	5	5
TOTAL EMPLOYEES SUPERVISED	12	2	4	3	5
ASSET SIZE (MILLIONS)	39	$1,223.0	$6,765.9	$1,618.3	$3,974.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

NEW ACCOUNTS OFFICER/REPRESENTATIVE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	30	$11,595	$14,738	$14,250	$16,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	30	11,648	14,894	14,463	17,438
AGE	30	31	40	36	50
YEARS OF EDUCATION	29	12	14	14	16
YEARS WITH PRESENT BANK	30	7	12	10	14
YEARS IN POSITION	30	2	4	4	5
REPORTING LEVEL	27	7	7	6	5
TOTAL EMPLOYEES SUPERVISED	10	3	12	5	18
ASSET SIZE (MILLIONS)	30	$1,280.7	$9,177.6	$2,180.6	$4,431.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (MASTERS DEGREE)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	32	$13,260	$16,063	$16,000	$18,131
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	32	13,260	16,071	16,000	18,131
AGE	28	25	29	27	29
YEARS OF EDUCATION	30	17	18	18	18
YEARS WITH PRESENT BANK	28	1	2	2	2
YEARS IN POSITION	28	1	2	2	2
REPORTING LEVEL	29	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	32	$1,318.3	$5,132.8	$2,328.8	$4,478.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	43	$10,920	$12,331	$12,000	$13,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	43	10,920	12,353	12,000	13,500
AGE	38	24	26	25	26
YEARS OF EDUCATION	41	16	16	16	16
YEARS WITH PRESENT BANK	38	1	2	2	2
YEARS IN POSITION	38	1	2	2	2
REPORTING LEVEL	37	7	7	6	6
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	43	$1,300.0	$4,508.4	$2,040.0	$4,356.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$38,000	$52,112	$48,400	$59,800
BONUS	39	5,000	12,027	9,000	13,100
TOTAL COMPENSATION	63	38,298	59,557	54,032	71,239
AGE	63	42	47	46	52
YEARS OF EDUCATION	61	14	15	16	16
YEARS WITH PRESENT BANK	63	7	18	19	27
YEARS IN POSITION	61	3	5	5	7
REPORTING LEVEL	60	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	62	199	660	370	638
ASSET SIZE (MILLIONS)	63	$1,300.0	$9,031.3	$2,115.5	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	25	$20,953	$34,428	$29,576	$41,000
BONUS	6	1,763	6,140	3,613	12,422
TOTAL COMPENSATION	25	20,953	35,901	29,576	42,349
AGE	25	37	46	47	52
YEARS OF EDUCATION	25	14	15	16	16
YEARS WITH PRESENT BANK	25	10	17	13	23
YEARS IN POSITION	25	3	4	4	6
REPORTING LEVEL	23	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	23	12	208	51	175
ASSET SIZE (MILLIONS)	25	$1,366.5	$7,182.5	$2,653.7	$8,412.5

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PERSONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	27	$13,600	$17,311	$17,225	$19,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	27	13,600	17,574	17,919	19,500
AGE	26	32	42	38	53
YEARS OF EDUCATION	25	12	14	14	16
YEARS WITH PRESENT BANK	27	8	14	11	20
YEARS IN POSITION	26	2	5	4	6
REPORTING LEVEL	25	7	6	6	5
TOTAL EMPLOYEES SUPERVISED	12	1	53	4	23
ASSET SIZE (MILLIONS)	27	$1,305.1	$7,569.9	$2,305.2	$4,501.4

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	63	$32,000	$41,849	$39,000	$48,500
BONUS	34	2,300	7,510	4,475	10,125
TOTAL COMPENSATION	63	34,500	45,901	41,400	53,125
AGE	62	40	47	47	53
YEARS OF EDUCATION	60	16	16	16	17
YEARS WITH PRESENT BANK	63	6	14	12	20
YEARS IN POSITION	62	2	5	5	7
REPORTING LEVEL	61	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	59	15	55	27	69
ASSET SIZE (MILLIONS)	63	$1,300.0	$8,620.8	$2,120.0	$4,400.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

PORTFOLIO MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	37	$24,015	$35,471	$33,800	$41,250
BONUS	13	2,420	4,794	4,186	6,169
TOTAL COMPENSATION	37	25,556	37,156	34,650	44,850
AGE	36	34	39	37	42
YEARS OF EDUCATION	36	16	16	16	17
YEARS WITH PRESENT BANK	37	7	13	11	14
YEARS IN POSITION	37	3	5	4	6
REPORTING LEVEL	36	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	30	3	18	6	14
ASSET SIZE (MILLIONS)	37	$1,301.3	$6,251.9	$2,305.2	$4,339.8

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	56	$21,050	$26,039	$24,500	$30,153
BONUS	10	1,566	2,870	2,418	5,026
TOTAL COMPENSATION	56	21,050	26,552	24,750	30,153
AGE	55	44	51	54	59
YEARS OF EDUCATION	52	13	15	16	16
YEARS WITH PRESENT BANK	56	5	13	11	18
YEARS IN POSITION	53	3	5	4	8
REPORTING LEVEL	55	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	48	6	32	16	45
ASSET SIZE (MILLIONS)	56	$1,453.3	$8,223.0	$2,417.3	$4,651.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	49	$20,754	$26,152	$25,200	$31,650
BONUS	8	659	1,991	1,517	2,677
TOTAL COMPENSATION	49	20,754	26,477	25,506	31,650
AGE	48	33	40	39	45
YEARS OF EDUCATION	47	16	16	17	18
YEARS WITH PRESENT BANK	49	4	9	7	12
YEARS IN POSITION	49	2	3	3	4
REPORTING LEVEL	48	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	48	3	9	7	12
ASSET SIZE (MILLIONS)	49	$1,460.6	$5,862.9	$2,420.0	$4,503.3

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	59	$44,000	$60,893	$56,000	$74,500
BONUS	38	4,595	11,772	9,500	14,685
TOTAL COMPENSATION	59	45,084	68,475	62,461	86,000
AGE	57	46	50	50	55
YEARS OF EDUCATION	56	16	17	17	19
YEARS WITH PRESENT BANK	59	8	17	18	25
YEARS IN POSITION	57	3	6	5	8
REPORTING LEVEL	57	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	58	64	209	127	267
ASSET SIZE (MILLIONS)	59	$1,358.0	$10,735.1	$2,400.0	$4,700.0

GEOGRAPHIC REGION: NATIONAL
ASSET SIZE: $1 BILLION AND OVER

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	52	$25,000	$31,629	$31,750	$38,150
BONUS	14	1,150	3,050	2,219	5,130
TOTAL COMPENSATION	52	25,000	32,450	31,750	38,375
AGE	50	39	44	43	49
YEARS OF EDUCATION	49	14	15	16	16
YEARS WITH PRESENT BANK	52	10	16	14	23
YEARS IN POSITION	50	3	5	5	7
REPORTING LEVEL	51	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	50	28	76	44	102
ASSET SIZE (MILLIONS)	52	$1,300.6	$7,112.8	$2,109.6	$4,406.1

Cash Compensation Data

Region IX: Pacific

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: LESS THAN $10 MILLION

Of the 124 banks submitting data for the Pacific region, 14 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Branch Manager-Small
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
Instalment Loan Collector
Top Instalment Loan Officer
Junior Instalment Loan Officer
Top Internal Auditing Officer
General Loan Officer
Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Personnel Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 9
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$27.875	$33.964	$32.250	$39.125
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	27.875	34.586	32.250	39.125
AGE	14	40	46	46	51
YEARS OF EDUCATION	14	15	16	16	16
YEARS WITH PRESENT BANK	14	2	2	2	3
YEARS IN POSITION	14	2	2	2	3
REPORTING LEVEL	14	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	14	8	12	12	15
ASSET SIZE (MILLIONS)	14	$2.7	$5.1	$5.0	$7.4

GEOGRAPHIC REGION: 9
ASSET SIZE: LESS THAN $10 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$19.200	$24.017	$24.150	$27.750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	19.500	24.361	24.150	27.750
AGE	9	34	38	40	44
YEARS OF EDUCATION	9	14	15	14	16
YEARS WITH PRESENT BANK	9	2	2	2	3
YEARS IN POSITION	9	2	2	2	3
REPORTING LEVEL	9	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	9	3	8	9	11
ASSET SIZE (MILLIONS)	9	$2.5	$4.8	$4.5	$7.7

GEOGRAPHIC REGION: 9
ASSET SIZE: LESS THAN $10 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$12,891	$17,006	$14,700	$20,600
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	12,991	17,079	14,700	20,600
AGE	13	34	37	36	41
YEARS OF EDUCATION	13	12	14	14	16
YEARS WITH PRESENT BANK	13	2	2	2	3
YEARS IN POSITION	13	2	2	2	3
REPORTING LEVEL	13	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	13	5	12	8	12
ASSET SIZE (MILLIONS)	13	$3.5	$5.4	$5.3	$7.6

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $10 TO $19 MILLION

Of the 124 banks submitting data for the Pacific region, 17 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large
Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
Instalment Loan Collector
Top Instalment Loan Officer
Top Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Personnel Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 10 TO $ 19 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	17	$32,100	$34,484	$33,480	$38,100
BONUS	8	1,379	5,262	6,770	7,978
TOTAL COMPENSATION	17	32,100	36,960	33,625	43,600
AGE	16	43	51	51	61
YEARS OF EDUCATION	17	14	15	16	16
YEARS WITH PRESENT BANK	17	3	8	5	8
YEARS IN POSITION	16	3	5	4	7
REPORTING LEVEL	17	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	17	18	25	25	30
ASSET SIZE (MILLIONS)	17	$11.0	$13.3	$12.7	$15.7

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 10 TO $ 19 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$23,250	$25,087	$24,700	$27,750
BONUS	7	1,000	2,594	1,207	6,000
TOTAL COMPENSATION	16	23,250	26,222	24,729	29,000
AGE	15	38	45	41	57
YEARS OF EDUCATION	16	13	15	16	16
YEARS WITH PRESENT BANK	15	2	6	3	6
YEARS IN POSITION	14	2	4	3	4
REPORTING LEVEL	16	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	16	7	17	18	27
ASSET SIZE (MILLIONS)	16	$11.0	$13.4	$12.9	$15.9

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 10 TO $ 19 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$13,725	$15,958	$16,500	$18,638
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	13,725	15,996	16,500	18,807
AGE	5	30	35	32	41
YEARS OF EDUCATION	6	14	14	14	16
YEARS WITH PRESENT BANK	6	2	3	2	4
YEARS IN POSITION	5	2	2	2	2
REPORTING LEVEL	6	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	3	4	3	7
ASSET SIZE (MILLIONS)	6	$10.3	$12.9	$12.0	$16.3

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 10 TO $ 19 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$11,700	$12,809	$12,060	$14,400
BONUS	5	119	736	700	1,372
TOTAL COMPENSATION	7	11,888	13,335	12,784	14,400
AGE	6	26	30	28	33
YEARS OF EDUCATION	6	12	14	15	16
YEARS WITH PRESENT BANK	7	2	3	3	3
YEARS IN POSITION	7	2	2	2	2
REPORTING LEVEL	7	5	5	4	4
TOTAL EMPLOYEES SUPERVISED	5	1	2	1	3
ASSET SIZE (MILLIONS)	7	$11.4	$14.5	$15.0	$17.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 10 TO $ 19 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$14,520	$17,574	$18,000	$21,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	14,520	18,740	18,600	22,000
AGE	7	28	34	32	43
YEARS OF EDUCATION	7	14	15	15	16
YEARS WITH PRESENT BANK	7	2	3	3	4
YEARS IN POSITION	7	2	3	2	4
REPORTING LEVEL	7	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	5	2	3	3	5
ASSET SIZE (MILLIONS)	7	$11.4	$14.6	$15.0	$16.9

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 10 TO $ 19 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$13,350	$16,801	$15,210	$19,275
BONUS	6	162	1,152	615	1,850
TOTAL COMPENSATION	14	14,250	17,295	16,150	19,275
AGE	13	35	41	40	47
YEARS OF EDUCATION	14	14	14	14	15
YEARS WITH PRESENT BANK	14	2	4	4	6
YEARS IN POSITION	14	2	3	2	3
REPORTING LEVEL	14	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	14	12	20	18	26
ASSET SIZE (MILLIONS)	14	$11.2	$13.9	$14.4	$16.3

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $20 to $29 MILLION

Of the 124 banks submitting data for the Pacific region, 13 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Business Development Officer
Top Commercial Loan Officer
Junior Commercial Loan Officer
Controller
Instalment Loan Collector
Top Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee (College Graduate Program)
Top Personnel Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 20 TO $ 29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$31,625	$35,558	$36,000	$39,450
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	32,750	37,802	36,000	45,450
AGE	13	49	55	52	63
YEARS OF EDUCATION	13	12	14	15	16
YEARS WITH PRESENT BANK	13	3	13	6	26
YEARS IN POSITION	13	3	9	6	14
REPORTING LEVEL	13	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	13	29	43	50	57
ASSET SIZE (MILLIONS)	13	$22.9	$25.0	$25.0	$26.7

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 20 TO $ 29 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$25,850	$29,019	$28,700	$31,050
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	13	26,689	30,186	28,700	34,706
AGE	13	39	46	45	54
YEARS OF EDUCATION	13	12	15	15	16
YEARS WITH PRESENT BANK	13	4	9	6	9
YEARS IN POSITION	13	2	7	5	8
REPORTING LEVEL	12	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	13	8	33	46	52
ASSET SIZE (MILLIONS)	13	$22.9	$25.0	$25.0	$26.7

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$19,583	$22,733	$23,000	$25,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	19,583	22,973	23,000	26,350
AGE	5	35	40	40	45
YEARS OF EDUCATION	5	12	14	14	16
YEARS WITH PRESENT BANK	5	4	5	5	6
YEARS IN POSITION	5	3	3	3	4
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	13	19	20	25
ASSET SIZE (MILLIONS)	5	$26.1	$26.9	$26.4	$28.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 20 TO $ 29 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$16,700	$19,713	$19,500	$22,400
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	16,700	20,033	20,230	23,225
AGE	8	35	44	42	53
YEARS OF EDUCATION	8	12	14	13	16
YEARS WITH PRESENT BANK	8	3	9	3	20
YEARS IN POSITION	8	2	6	3	8
REPORTING LEVEL	8	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	4	6	6	9
ASSET SIZE (MILLIONS)	8	$23.6	$26.0	$26.3	$28.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$16,080	$17,566	$16,800	$20,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	16,080	18,142	18,200	21,600
AGE	7	32	35	36	39
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	7	1	4	3	7
YEARS IN POSITION	7	1	3	2	4
REPORTING LEVEL	7	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	1	11	2	15
ASSET SIZE (MILLIONS)	7	$23.0	$25.4	$24.0	$29.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 20 TO $ 29 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$10,100	$12,301	$12,500	$13,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	10,610	12,373	12,500	13,500
AGE	7	31	38	39	43
YEARS OF EDUCATION	7	12	13	12	14
YEARS WITH PRESENT BANK	7	3	5	4	7
YEARS IN POSITION	7	1	2	2	2
REPORTING LEVEL	7	6	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$26.0	$26.4	$26.4	$29.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 20 TO $ 29 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$18,925	$19,762	$19,500	$20,730
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	18,925	19,942	19,560	21,150
AGE	5	34	41	37	51
YEARS OF EDUCATION	5	13	14	14	16
YEARS WITH PRESENT BANK	5	3	5	3	8
YEARS IN POSITION	5	2	3	3	4
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$23.6	$25.4	$26.2	$26.7

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 20 TO $ 29 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$20,000	$22,370	$21,600	$24,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	11	20,000	22,640	22,768	24,000
AGE	11	33	40	40	47
YEARS OF EDUCATION	11	13	14	14	16
YEARS WITH PRESENT BANK	11	2	6	3	7
YEARS IN POSITION	11	2	5	3	6
REPORTING LEVEL	10	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	11	35	43	52
ASSET SIZE (MILLIONS)	11	$22.8	$25.1	$25.0	$27.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $30 TO $39 MILLION

Of the 124 banks submitting data for the Pacific region, 17 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Junior Commercial Loan Officer
Controller
Top Internal Auditing Officer
Officer Trainee (College Graduate Program)
Top Personnel Officer
Top Trust Department Officer

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 30 TO $ 39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$40,350	$45,997	$46,987	$51,600
BONUS	8	5,063	8,293	6,100	8,704
TOTAL COMPENSATION	16	42,713	50,144	50,200	59,200
AGE	16	50	54	54	60
YEARS OF EDUCATION	16	14	15	16	16
YEARS WITH PRESENT BANK	16	5	10	6	15
YEARS IN POSITION	16	4	7	6	10
REPORTING LEVEL	16	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	16	39	58	55	61
ASSET SIZE (MILLIONS)	16	$30.0	$32.3	$31.3	$34.6

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 30 TO $ 39 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$26,000	$32,180	$33,000	$41,259
BONUS	7	3,000	4,966	4,365	7,669
TOTAL COMPENSATION	14	28,488	34,663	35,233	45,750
AGE	13	43	49	49	55
YEARS OF EDUCATION	14	12	15	15	16
YEARS WITH PRESENT BANK	13	4	8	5	10
YEARS IN POSITION	13	2	5	4	7
REPORTING LEVEL	14	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	14	35	47	40	61
ASSET SIZE (MILLIONS)	14	$30.0	$32.2	$31.3	$33.8

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$19,900	$21,656	$24,150	$26,200
BONUS	5	1,450	2,696	2,958	3,812
TOTAL COMPENSATION	9	20,350	23,154	26,000	28,749
AGE	9	36	44	45	50
YEARS OF EDUCATION	9	14	14	14	15
YEARS WITH PRESENT BANK	9	3	8	10	12
YEARS IN POSITION	9	2	4	3	6
REPORTING LEVEL	8	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	12	21	20	28
ASSET SIZE (MILLIONS)	9	$30.0	$33.2	$32.0	$36.9

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 30 TO $ 39 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$14,850	$19,141	$20,750	$23,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	15,394	19,671	21,150	24,125
AGE	14	34	40	38	44
YEARS OF EDUCATION	14	14	15	14	16
YEARS WITH PRESENT BANK	14	2	5	2	8
YEARS IN POSITION	14	2	2	2	2
REPORTING LEVEL	14	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	14	6	8	8	9
ASSET SIZE (MILLIONS)	14	$30.0	$32.4	$31.3	$35.4

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$14,850	$22,632	$23,000	$30,230
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	16,065	23,478	24,800	30,230
AGE	5	31	39	41	47
YEARS OF EDUCATION	5	14	15	15	16
YEARS WITH PRESENT BANK	5	3	4	3	6
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	5	3	2	2	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$31.0	$32.5	$32.0	$34.4

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$11,510	$21,484	$26,000	$29,200
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	11,510	23,017	27,000	32,534
AGE	5	39	47	44	56
YEARS OF EDUCATION	5	15	15	16	16
YEARS WITH PRESENT BANK	5	5	7	6	11
YEARS IN POSITION	5	4	5	5	7
REPORTING LEVEL	5	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	5	2	7	2	15
ASSET SIZE (MILLIONS)	5	$30.0	$34.1	$35.0	$37.9

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 30 TO $ 39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$11,900	$14,180	$13,200	$16,950
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	11,900	14,580	13,200	17,950
AGE	5	29	32	33	36
YEARS OF EDUCATION	5	12	13	14	14
YEARS WITH PRESENT BANK	5	2	6	5	10
YEARS IN POSITION	5	1	3	2	5
REPORTING LEVEL	5	6	5	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$30.0	$32.4	$30.6	$35.9

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$15,325	$17,224	$17,160	$18,870
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	15,525	17,738	17,470	20,220
AGE	9	36	41	40	46
YEARS OF EDUCATION	9	12	14	16	16
YEARS WITH PRESENT BANK	9	3	5	4	6
YEARS IN POSITION	9	2	3	2	4
REPORTING LEVEL	9	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	9	2	3	3	5
ASSET SIZE (MILLIONS)	9	$30.0	$31.7	$30.0	$34.2

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 30 TO $ 39 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$11,250	$14,131	$14,400	$15,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	11,250	14,611	14,425	17,438
AGE	10	31	36	33	38
YEARS OF EDUCATION	10	14	15	15	16
YEARS WITH PRESENT BANK	10	2	7	3	8
YEARS IN POSITION	10	2	3	2	3
REPORTING LEVEL	10	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	5	1	5	1	11
ASSET SIZE (MILLIONS)	10	$30.0	$32.6	$31.3	$35.4

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 30 TO $ 39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$15.750	$18.557	$19.350	$23.600
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	17.213	19.176	19.763	23.727
AGE	10	31	40	40	47
YEARS OF EDUCATION	10	12	14	14	15
YEARS WITH PRESENT BANK	10	3	7	5	13
YEARS IN POSITION	10	2	3	2	4
REPORTING LEVEL	10	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	2	4	4	5
ASSET SIZE (MILLIONS)	10	$30.0	$33.0	$32.0	$36.8

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 30 TO $ 39 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$14.685	$20.757	$19.380	$26.000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	14.800	21.408	19.380	28.588
AGE	6	30	36	38	42
YEARS OF EDUCATION	6	14	14	14	15
YEARS WITH PRESENT BANK	6	2	3	3	4
YEARS IN POSITION	6	1	2	2	2
REPORTING LEVEL	6	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	2	3	3	4
ASSET SIZE (MILLIONS)	6	$30.0	$32.3	$31.0	$35.4

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 30 TO $ 39 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$22,100	$24,581	$24,500	$28,400
BONUS	5	2,628	3,510	3,525	4,384
TOTAL COMPENSATION	14	22,100	25,835	26,300	31,073
AGE	13	41	46	46	52
YEARS OF EDUCATION	14	13	14	14	16
YEARS WITH PRESENT BANK	14	3	9	7	14
YEARS IN POSITION	14	2	5	4	8
REPORTING LEVEL	14	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	14	16	25	23	38
ASSET SIZE (MILLIONS)	14	$30.0	$31.7	$30.3	$32.3

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $40 TO $49 MILLION

Of the 124 banks submitting data for the Pacific region, 15 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Junior Commercial Loan Officer
Controller
Officer Trainee (College Graduate Program)
Top Trust Department Officer

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 40 TO $ 49 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$35,000	$41,121	$42,000	$45,000
BONUS	10	2,563	16,128	10,000	18,202
TOTAL COMPENSATION	15	38,000	51,873	50,000	55,000
AGE	15	42	50	49	58
YEARS OF EDUCATION	15	12	14	14	16
YEARS WITH PRESENT BANK	15	6	13	12	22
YEARS IN POSITION	15	5	10	6	12
REPORTING LEVEL	15	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	15	55	70	73	88
ASSET SIZE (MILLIONS)	15	$42.9	$45.3	$44.1	$49.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 40 TO $ 49 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$25,360	$30,085	$30,780	$34,000
BONUS	8	1,982	4,635	4,475	7,625
TOTAL COMPENSATION	13	26,900	32,937	31,200	38,765
AGE	13	39	44	43	51
YEARS OF EDUCATION	13	12	14	14	16
YEARS WITH PRESENT BANK	13	4	9	8	13
YEARS IN POSITION	13	2	5	3	7
REPORTING LEVEL	13	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	13	9	46	53	83
ASSET SIZE (MILLIONS)	13	$43.1	$45.4	$44.1	$49.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$21,600	$25,802	$25,260	$30,000
BONUS	9	1,138	3,622	2,471	6,250
TOTAL COMPENSATION	13	22,350	28,309	27,431	34,500
AGE	13	39	44	42	50
YEARS OF EDUCATION	13	14	15	16	16
YEARS WITH PRESENT BANK	13	3	6	6	7
YEARS IN POSITION	13	2	3	3	5
REPORTING LEVEL	13	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	19	24	25	30
ASSET SIZE (MILLIONS)	13	$42.1	$45.2	$44.1	$49.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 40 TO $ 49 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$17,490	$19,308	$18,480	$21,400
BONUS	8	725	2,045	1,631	3,150
TOTAL COMPENSATION	13	18,339	20,567	19,200	22,213
AGE	13	32	37	35	43
YEARS OF EDUCATION	13	13	15	16	16
YEARS WITH PRESENT BANK	13	4	8	7	12
YEARS IN POSITION	13	2	5	4	7
REPORTING LEVEL	13	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	5	8	8	9
ASSET SIZE (MILLIONS)	13	$43.1	$45.4	$44.1	$49.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$16,600	$19,464	$20,820	$21,650
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	17,100	19,764	20,820	21,900
AGE	5	42	51	53	59
YEARS OF EDUCATION	5	13	15	16	16
YEARS WITH PRESENT BANK	5	3	5	3	9
YEARS IN POSITION	5	2	4	3	8
REPORTING LEVEL	5	4	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$42.0	$46.1	$48.8	$48.9

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$18,900	$22,798	$20,700	$25,425
BONUS	6	763	1,636	1,150	2,801
TOTAL COMPENSATION	10	19,725	23,780	21,925	26,855
AGE	10	34	42	41	50
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	2	8	4	10
YEARS IN POSITION	10	2	4	4	5
REPORTING LEVEL	9	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	9	2	11	6	20
ASSET SIZE (MILLIONS)	10	$43.5	$45.8	$45.5	$49.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 40 TO $ 49 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$11,940	$14,928	$15,990	$17,820
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	11,940	15,311	15,990	18,713
AGE	8	32	43	39	59
YEARS OF EDUCATION	8	12	12	12	12
YEARS WITH PRESENT BANK	8	2	11	7	18
YEARS IN POSITION	8	2	4	3	4
REPORTING LEVEL	8	4	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	8	$43.8	$46.7	$48.9	$49.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$16,000	$17,443	$17,520	$19,800
BONUS	7	700	1,406	1,060	2,500
TOTAL COMPENSATION	11	17,200	18,338	18,400	21,100
AGE	11	35	47	38	60
YEARS OF EDUCATION	11	12	14	14	16
YEARS WITH PRESENT BANK	11	2	10	5	15
YEARS IN POSITION	11	2	3	2	5
REPORTING LEVEL	11	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	9	4	5	4	6
ASSET SIZE (MILLIONS)	11	$41.0	$45.2	$43.7	$49.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 40 TO $ 49 MILLION

JUNIOR INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$12,150	$13,500	$12,600	$15,000
BONUS	5	350	981	1,000	1,604
TOTAL COMPENSATION	9	12,500	14,045	13,800	15,800
AGE	9	31	37	34	46
YEARS OF EDUCATION	9	12	14	14	16
YEARS WITH PRESENT BANK	9	4	5	4	7
YEARS IN POSITION	9	2	2	2	4
REPORTING LEVEL	9	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	6	2	3	2	4
ASSET SIZE (MILLIONS)	9	$43.4	$45.6	$44.1	$48.9

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$14,980	$16,702	$17,400	$18,720
BONUS	5	400	876	875	1,352
TOTAL COMPENSATION	11	14,980	17,100	17,400	19,404
AGE	11	32	40	39	45
YEARS OF EDUCATION	11	12	14	14	16
YEARS WITH PRESENT BANK	11	3	8	6	13
YEARS IN POSITION	11	2	3	2	3
REPORTING LEVEL	11	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	5	1	32	2	77
ASSET SIZE (MILLIONS)	11	$41.0	$44.7	$43.7	$49.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 40 TO $ 49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$16,800	$19,984	$18,000	$23,500
BONUS	8	888	1,842	2,000	2,621
TOTAL COMPENSATION	13	17,420	21,117	20,000	25,386
AGE	13	35	40	39	44
YEARS OF EDUCATION	13	14	15	14	16
YEARS WITH PRESENT BANK	13	2	4	3	5
YEARS IN POSITION	13	2	4	3	5
REPORTING LEVEL	12	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	12	2	7	6	10
ASSET SIZE (MILLIONS)	13	$42.3	$45.7	$46.8	$49.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 40 TO $ 49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$17,000	$20,623	$21,120	$23,625
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	19,070	21,507	21,750	23,835
AGE	6	36	47	46	58
YEARS OF EDUCATION	6	12	14	14	15
YEARS WITH PRESENT BANK	6	4	6	5	8
YEARS IN POSITION	6	1	3	3	6
REPORTING LEVEL	6	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	5	2	4	3	7
ASSET SIZE (MILLIONS)	6	$43.6	$46.3	$46.5	$48.9

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$22,350	$25,651	$25,620	$30,200
BONUS	7	875	3,382	2,497	5,200
TOTAL COMPENSATION	13	23,100	27,472	28,117	34,550
AGE	13	40	44	43	49
YEARS OF EDUCATION	13	12	13	12	15
YEARS WITH PRESENT BANK	13	6	9	7	11
YEARS IN POSITION	13	3	5	5	6
REPORTING LEVEL	13	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	12	23	55	61	80
ASSET SIZE (MILLIONS)	13	$41.9	$45.3	$44.1	$49.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 40 TO $ 49 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$11,850	$16,512	$15,600	$21,630
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	12,100	16,793	16,506	21,630
AGE	5	32	37	34	44
YEARS OF EDUCATION	5	13	14	14	16
YEARS WITH PRESENT BANK	5	2	5	3	9
YEARS IN POSITION	5	2	2	2	4
REPORTING LEVEL	5	3	3	3	2
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$43.9	$46.9	$48.8	$49.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $50 to $99 MILLION

Of the 124 banks submitting data for the Pacific region, 16 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Advertising Officer
Top Bank Investment Officer
Bond Department Manager
Top Branch Administration Officer
Top Business Development Officer
Business Development Officer
Commercial Credit Department Manager
Commercial Loan Department Manager
Top Correspondent Bank Officer
Instalment Loan Collection Manager
Top International Banking Officer
Loan Review Officer
Junior Mortgage Loan Officer
New Accounts Officer/ Representative
Officer Trainee (Master's Degree)
Officer Trainee (Bachelor's Degree Only)
Personal Banking Manager
Personal Banking Officer
Portfolio Manager
Top Security Officer
Training Director
Top Trust Department Officer
Trust Operations Manager

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$44,250	$53,869	$51,692	$58,750
BONUS	10	3,100	11,683	4,708	19,604
TOTAL COMPENSATION	16	47,250	61,171	53,900	71,250
AGE	16	48	55	58	62
YEARS OF EDUCATION	16	14	15	16	16
YEARS WITH PRESENT BANK	16	5	11	9	16
YEARS IN POSITION	16	4	9	8	15
REPORTING LEVEL	16	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	16	99	120	131	164
ASSET SIZE (MILLIONS)	16	$65.5	$76.9	$77.6	$86.2

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$33,730	$38,824	$37,000	$41,125
BONUS	9	2,271	9,353	3,450	11,549
TOTAL COMPENSATION	13	35,800	45,299	39,466	42,850
AGE	12	42	48	46	55
YEARS OF EDUCATION	13	15	15	16	16
YEARS WITH PRESENT BANK	13	5	11	9	13
YEARS IN POSITION	13	4	6	6	9
REPORTING LEVEL	12	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	12	4	47	12	100
ASSET SIZE (MILLIONS)	13	$63.8	$75.3	$75.0	$83.8

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$24,975	$28,078	$28,881	$30,375
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	25,330	29,007	28,881	30,375
AGE	8	39	46	46	50
YEARS OF EDUCATION	8	14	15	15	16
YEARS WITH PRESENT BANK	8	3	8	4	9
YEARS IN POSITION	8	2	4	3	6
REPORTING LEVEL	8	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	4	51	21	98
ASSET SIZE (MILLIONS)	8	$62.5	$77.5	$81.6	$88.1

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$21,800	$25,694	$25,020	$30,000
BONUS	7	504	4,675	1,433	5,300
TOTAL COMPENSATION	13	22,237	28,211	26,000	30,517
AGE	13	36	46	40	55
YEARS OF EDUCATION	13	13	15	15	16
YEARS WITH PRESENT BANK	13	3	8	7	9
YEARS IN POSITION	13	3	4	3	5
REPORTING LEVEL	13	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	12	25	30	31	33
ASSET SIZE (MILLIONS)	13	$63.8	$76.0	$74.2	$88.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$20,838	$23,253	$24,000	$25,020
BONUS	8	741	3,585	1,098	5,441
TOTAL COMPENSATION	15	22,113	25,165	24,000	26,389
AGE	15	38	43	40	49
YEARS OF EDUCATION	15	12	14	14	16
YEARS WITH PRESENT BANK	15	3	6	5	8
YEARS IN POSITION	15	2	3	3	4
REPORTING LEVEL	15	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	14	14	15	15	18
ASSET SIZE (MILLIONS)	15	$64.0	$77.0	$80.3	$86.8

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$15,175	$18,633	$18,420	$21,470
BONUS	6	684	1,622	1,068	2,263
TOTAL COMPENSATION	12	16,099	19,444	18,845	21,845
AGE	12	35	45	48	54
YEARS OF EDUCATION	12	12	13	12	14
YEARS WITH PRESENT BANK	12	3	7	6	11
YEARS IN POSITION	12	2	3	2	3
REPORTING LEVEL	11	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	11	6	9	8	10
ASSET SIZE (MILLIONS)	12	$63.8	$74.1	$73.0	$84.2

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$20,517	$23,679	$24,053	$27,250
BONUS	5	244	1,816	693	3,950
TOTAL COMPENSATION	10	21,038	24,588	24,849	27,250
AGE	9	35	42	43	48
YEARS OF EDUCATION	10	15	16	16	16
YEARS WITH PRESENT BANK	10	3	6	5	7
YEARS IN POSITION	10	3	5	5	7
REPORTING LEVEL	9	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	6	1	4	3	7
ASSET SIZE (MILLIONS)	10	$68.7	$77.4	$77.6	$87.4

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$16,830	$17,340	$17,400	$17,820
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	16,874	18,357	17,400	20,320
AGE	5	31	33	33	36
YEARS OF EDUCATION	5	12	14	13	16
YEARS WITH PRESENT BANK	5	2	3	2	6
YEARS IN POSITION	5	2	2	2	3
REPORTING LEVEL	5	5	4	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$69.0	$77.1	$80.3	$83.6

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$19,700	$23,420	$24,000	$26,850
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	20,868	24,947	26,300	28,350
AGE	5	36	40	38	46
YEARS OF EDUCATION	5	13	14	14	16
YEARS WITH PRESENT BANK	5	3	5	3	9
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$66.6	$75.5	$75.0	$84.6

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$23,700	$30,077	$28,600	$35,750
BONUS	6	747	8,104	1,813	17,859
TOTAL COMPENSATION	13	24,263	33,817	28,900	35,750
AGE	13	35	41	39	44
YEARS OF EDUCATION	13	14	16	16	18
YEARS WITH PRESENT BANK	13	2	7	5	8
YEARS IN POSITION	13	2	5	3	7
REPORTING LEVEL	13	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	12	2	16	4	11
ASSET SIZE (MILLIONS)	13	$67.1	$77.8	$80.3	$88.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$16,725	$19,787	$18,840	$22,935
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	16,810	20,615	19,168	23,935
AGE	6	37	45	46	54
YEARS OF EDUCATION	6	12	14	14	15
YEARS WITH PRESENT BANK	6	2	9	5	13
YEARS IN POSITION	6	2	4	4	6
REPORTING LEVEL	6	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	6	2	5	5	7
ASSET SIZE (MILLIONS)	6	$77.8	$84.8	$85.7	$93.1

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$15,600	$16,540	$16,500	$17,400
BONUS	7	542	1,107	808	2,193
TOTAL COMPENSATION	15	16,142	17,057	17,100	17,584
AGE	15	31	37	35	41
YEARS OF EDUCATION	15	12	14	14	14
YEARS WITH PRESENT BANK	15	2	7	3	7
YEARS IN POSITION	15	2	3	2	4
REPORTING LEVEL	14	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	8	1	2	2	2
ASSET SIZE (MILLIONS)	15	$64.0	$76.5	$75.0	$86.8

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$18,175	$20,999	$20,486	$21,000
BONUS	6	443	1,169	1,265	1,768
TOTAL COMPENSATION	12	18,405	21,584	20,486	22,903
AGE	12	36	40	39	43
YEARS OF EDUCATION	12	14	15	15	17
YEARS WITH PRESENT BANK	12	2	3	3	4
YEARS IN POSITION	12	2	3	3	3
REPORTING LEVEL	11	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	6	2	2	2	2
ASSET SIZE (MILLIONS)	12	$63.8	$74.5	$73.0	$85.7

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$17,444	$23,218	$26,700	$27,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	17,610	23,684	26,700	28,250
AGE	5	33	37	34	43
YEARS OF EDUCATION	5	15	16	16	17
YEARS WITH PRESENT BANK	5	5	7	6	10
YEARS IN POSITION	5	3	4	4	7
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$77.2	$84.7	$86.8	$91.1

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$23.100	$30.014	$28.200	$36.800
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	23.100	33.114	32.000	36.800
AGE	7	32	50	52	62
YEARS OF EDUCATION	7	16	17	16	18
YEARS WITH PRESENT BANK	7	2	10	5	16
YEARS IN POSITION	7	2	5	4	9
REPORTING LEVEL	7	3	2	2	2
TOTAL EMPLOYEES SUPERVISED	7	1	28	4	17
ASSET SIZE (MILLIONS)	7	$71.0	$80.0	$82.5	$89.2

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$17.400	$22.397	$21.000	$25.200
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	17.400	23.013	21.000	25.200
AGE	7	38	49	50	59
YEARS OF EDUCATION	7	12	14	14	16
YEARS WITH PRESENT BANK	7	3	13	7	22
YEARS IN POSITION	7	2	7	3	16
REPORTING LEVEL	6	3	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$60.0	$73.9	$71.0	$89.2

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$20.915	$24.388	$24.660	$26.500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	21.107	24.957	25.900	27.097
AGE	10	33	38	36	46
YEARS OF EDUCATION	10	12	14	14	15
YEARS WITH PRESENT BANK	10	2	7	3	12
YEARS IN POSITION	10	1	4	2	7
REPORTING LEVEL	10	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	10	2	37	18	66
ASSET SIZE (MILLIONS)	10	$73.4	$80.2	$81.6	$87.4

GEOGRAPHIC REGION: 9
ASSET SIZE: $ 50 TO $ 99 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	11	$14.400	$18.819	$18.750	$21.360
BONUS	6	319	2.590	1.996	5.213
TOTAL COMPENSATION	11	14.663	20.232	18.750	23.040
AGE	11	36	44	40	56
YEARS OF EDUCATION	11	12	15	14	18
YEARS WITH PRESENT BANK	11	4	8	7	10
YEARS IN POSITION	11	2	3	3	5
REPORTING LEVEL	11	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	9	1	2	2	4
ASSET SIZE (MILLIONS)	11	$71.0	$80.2	$83.0	$89.2

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $100 TO $249 MILLION

Of the 124 banks submitting data for the Pacific region, 16 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Advertising Officer
Bond Department Manager
Top Business Development Officer
Business Development Officer
Commercial Loan Department Manager
Junior Commercial Loan Officer
Top Correspondent Bank Officer
Top International Banking Officer
New Accounts Officer/ Representative
Officer Trainee (Master's Degree)
Officer Trainee (Bachelor's Degree Only)
Personal Banking Manager
Personal Banking Officer
Portfolio Manager

Top Trust Department Officer
Trust Operations Manager

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$59,242	$80,022	$72,000	$98,750
BONUS	5	7,000	24,967	19,500	45,668
TOTAL COMPENSATION	16	59,242	87,825	73,500	110,875
AGE	16	46	52	51	58
YEARS OF EDUCATION	16	16	16	16	17
YEARS WITH PRESENT BANK	16	8	15	13	20
YEARS IN POSITION	16	3	7	4	12
REPORTING LEVEL	16	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	16	172	391	252	446
ASSET SIZE (MILLIONS)	16	$111.2	$153.8	$134.5	$207.2

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$41,115	$59,594	$54,750	$71,750
BONUS	6	8,140	15,611	15,300	22,796
TOTAL COMPENSATION	12	43,015	67,400	66,170	86,846
AGE	12	42	48	47	50
YEARS OF EDUCATION	12	13	15	16	16
YEARS WITH PRESENT BANK	12	6	14	12	21
YEARS IN POSITION	12	2	4	3	4
REPORTING LEVEL	12	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	12	119	387	208	445
ASSET SIZE (MILLIONS)	12	$110.0	$157.6	$149.0	$208.1

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

TOP ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$32,400	$49,351	$42,000	$52,656
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	32,400	49,514	42,000	52,656
AGE	7	41	46	48	49
YEARS OF EDUCATION	6	12	15	14	19
YEARS WITH PRESENT BANK	7	3	11	9	21
YEARS IN POSITION	7	2	3	2	5
REPORTING LEVEL	7	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	6	1	149	3	438
ASSET SIZE (MILLIONS)	7	$110.0	$158.0	$142.0	$210.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$24,000	$33,757	$33,150	$39,094
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	24,750	33,882	33,150	39,094
AGE	8	35	45	43	55
YEARS OF EDUCATION	8	15	16	16	16
YEARS WITH PRESENT BANK	8	5	12	8	15
YEARS IN POSITION	8	1	3	2	5
REPORTING LEVEL	8	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	5	3	6	7	9
ASSET SIZE (MILLIONS)	8	$110.5	$178.7	$204.5	$223.7

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$32,400	$38,783	$36,750	$46,000
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	6	32,400	38,783	36,750	46,000
AGE	6	36	44	38	55
YEARS OF EDUCATION	6	13	15	16	17
YEARS WITH PRESENT BANK	6	2	9	7	18
YEARS IN POSITION	6	2	4	4	6
REPORTING LEVEL	6	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	41	329	159	480
ASSET SIZE (MILLIONS)	6	$122.7	$171.5	$170.5	$218.3

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$26,520	$30,134	$29,448	$33,500
BONUS	5	2,920	5,415	6,283	7,475
TOTAL COMPENSATION	13	29,100	32,216	30,380	37,000
AGE	13	48	51	52	59
YEARS OF EDUCATION	13	12	14	14	16
YEARS WITH PRESENT BANK	13	3	10	6	13
YEARS IN POSITION	13	2	5	3	6
REPORTING LEVEL	13	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	13	31	38	40	46
ASSET SIZE (MILLIONS)	13	$110.0	$148.0	$127.0	$185.4

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	16	$23,430	$25,790	$25,000	$29,550
BONUS	6	3,375	4,495	4,500	5,828
TOTAL COMPENSATION	16	23,430	27,476	28,600	30,450
AGE	16	39	45	41	53
YEARS OF EDUCATION	16	12	14	14	16
YEARS WITH PRESENT BANK	16	5	8	8	12
YEARS IN POSITION	16	2	5	4	6
REPORTING LEVEL	16	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	16	15	20	21	25
ASSET SIZE (MILLIONS)	16	$111.2	$153.8	$134.5	$207.2

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	13	$17,875	$24,120	$20,500	$27,900
BONUS	5	1,290	3,586	2,830	6,260
TOTAL COMPENSATION	13	18,900	25,499	20,740	30,800
AGE	13	37	45	44	55
YEARS OF EDUCATION	13	13	15	16	16
YEARS WITH PRESENT BANK	13	4	10	10	13
YEARS IN POSITION	13	2	5	4	6
REPORTING LEVEL	13	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	13	6	9	9	11
ASSET SIZE (MILLIONS)	13	$112.5	$162.3	$156.0	$210.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$20.000	$26.046	$26.600	$31.800
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	20.000	26.427	26.602	31.800
AGE	7	34	41	40	44
YEARS OF EDUCATION	7	14	16	16	18
YEARS WITH PRESENT BANK	7	3	5	4	7
YEARS IN POSITION	7	2	3	3	4
REPORTING LEVEL	6	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	1	5	2	8
ASSET SIZE (MILLIONS)	7	$115.0	$154.1	$142.0	$199.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	12	$21.225	$26.342	$25.400	$30.750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	12	21.225	27.017	26.150	30.750
AGE	12	37	46	46	56
YEARS OF EDUCATION	12	14	15	16	17
YEARS WITH PRESENT BANK	12	2	5	3	3
YEARS IN POSITION	12	1	2	2	3
REPORTING LEVEL	12	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	1	12	2	29
ASSET SIZE (MILLIONS)	12	$118.8	$163.6	$149.0	$210.8

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$26,985	$32,911	$32,700	$38,982
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	29,175	33,749	32,880	40,482
AGE	10	35	40	37	44
YEARS OF EDUCATION	10	12	15	16	16
YEARS WITH PRESENT BANK	10	3	7	5	11
YEARS IN POSITION	10	2	4	3	4
REPORTING LEVEL	10	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	10	6	33	14	56
ASSET SIZE (MILLIONS)	10	$121.7	$166.9	$163.9	$210.2

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$33,525	$41,094	$40,806	$43,000
BONUS	5	3,485	12,191	7,800	23,093
TOTAL COMPENSATION	14	33,525	45,448	40,950	52,975
AGE	14	39	46	47	52
YEARS OF EDUCATION	12	13	15	16	17
YEARS WITH PRESENT BANK	14	4	8	6	13
YEARS IN POSITION	14	3	4	4	6
REPORTING LEVEL	13	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	13	6	80	9	135
ASSET SIZE (MILLIONS)	14	$110.0	$158.7	$149.0	$210.2

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$15,530	$18,264	$17,431	$20,700
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	15,530	18,514	17,431	21,075
AGE	6	39	46	45	53
YEARS OF EDUCATION	6	12	14	14	14
YEARS WITH PRESENT BANK	6	2	5	4	8
YEARS IN POSITION	6	2	3	3	4
REPORTING LEVEL	6	6	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$100.0	$160.6	$156.9	$217.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$22,690	$28,143	$28,170	$33,700
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	24,360	29,243	29,250	34,299
AGE	6	47	51	52	56
YEARS OF EDUCATION	6	12	14	13	16
YEARS WITH PRESENT BANK	6	3	6	4	9
YEARS IN POSITION	6	3	6	4	8
REPORTING LEVEL	6	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	5	4	13	7	25
ASSET SIZE (MILLIONS)	6	$118.0	$168.6	$168.5	$218.3

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$15,250	$17,529	$17,090	$18,350
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	10	15,250	17,719	17,250	18,350
AGE	10	32	41	40	48
YEARS OF EDUCATION	10	13	14	14	15
YEARS WITH PRESENT BANK	10	2	6	3	8
YEARS IN POSITION	10	2	3	2	3
REPORTING LEVEL	10	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	6	1	4	1	9
ASSET SIZE (MILLIONS)	10	$110.0	$147.9	$125.5	$201.7

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$21,000	$24,539	$24,000	$25,350
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	21,000	25,017	24,250	26,350
AGE	14	33	43	41	53
YEARS OF EDUCATION	14	13	15	15	16
YEARS WITH PRESENT BANK	14	2	5	4	8
YEARS IN POSITION	13	2	3	2	5
REPORTING LEVEL	10	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	14	2	3	3	4
ASSET SIZE (MILLIONS)	14	$113.7	$157.7	$141.5	$210.2

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	8	$20,275	$28,927	$27,800	$38,084
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	8	20,275	29,302	27,800	38,084
AGE	8	37	45	44	53
YEARS OF EDUCATION	8	12	15	16	16
YEARS WITH PRESENT BANK	8	5	11	7	18
YEARS IN POSITION	8	2	4	3	7
REPORTING LEVEL	7	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	1	6	3	6
ASSET SIZE (MILLIONS)	8	$114.2	$164.7	$156.9	$220.7

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	9	$23,700	$28,671	$25,200	$36,750
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	9	23,700	29,782	25,200	40,000
AGE	9	35	42	42	50
YEARS OF EDUCATION	9	16	16	16	16
YEARS WITH PRESENT BANK	9	2	5	5	8
YEARS IN POSITION	9	1	4	2	8
REPORTING LEVEL	9	3	3	3	2
TOTAL EMPLOYEES SUPERVISED	8	1	4	4	7
ASSET SIZE (MILLIONS)	9	$112.0	$164.6	$142.0	$219.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	10	$25,650	$32,240	$31,000	$37,625
BONUS	5	3,001	5,282	6,000	7,205
TOTAL COMPENSATION	10	27,502	34,881	33,750	42,125
AGE	10	38	48	47	56
YEARS OF EDUCATION	10	14	15	16	16
YEARS WITH PRESENT BANK	10	2	5	4	6
YEARS IN POSITION	10	2	4	4	4
REPORTING LEVEL	9	4	4	3	3
TOTAL EMPLOYEES SUPERVISED	9	6	14	17	23
ASSET SIZE (MILLIONS)	10	$121.7	$158.4	$149.0	$201.7

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$16,500	$22,059	$24,000	$25,200
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	16,500	22,659	24,000	27,000
AGE	7	34	42	40	46
YEARS OF EDUCATION	7	13	14	14	16
YEARS WITH PRESENT BANK	7	2	8	5	14
YEARS IN POSITION	7	2	4	3	4
REPORTING LEVEL	7	4	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	7	$110.0	$141.2	$142.0	$171.8

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

JUNIOR MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$12,960	$16,677	$15,260	$22,625
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	12,960	17,143	15,910	23,250
AGE	6	31	40	36	53
YEARS OF EDUCATION	6	12	14	14	16
YEARS WITH PRESENT BANK	6	4	8	5	13
YEARS IN POSITION	6	2	4	3	5
REPORTING LEVEL	6	6	5	4	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$107.5	$147.5	$133.0	$201.7

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	14	$21,300	$29,533	$29,550	$35,475
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	14	21,300	30,551	31,200	38,675
AGE	14	33	42	38	51
YEARS OF EDUCATION	14	15	15	16	16
YEARS WITH PRESENT BANK	14	2	8	5	11
YEARS IN POSITION	14	1	3	3	5
REPORTING LEVEL	14	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	14	11	85	79	149
ASSET SIZE (MILLIONS)	14	$113.7	$158.8	$149.0	$210.2

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	15	$18,840	$22,846	$23,000	$25,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	15	19,000	23,055	23,000	25,500
AGE	15	37	46	42	57
YEARS OF EDUCATION	15	14	15	16	16
YEARS WITH PRESENT BANK	15	2	7	4	11
YEARS IN POSITION	15	2	5	3	5
REPORTING LEVEL	15	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	15	2	6	3	4
ASSET SIZE (MILLIONS)	15	$110.0	$152.6	$127.0	$210.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$16,040	$21,986	$23,700	$27,075
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	16,040	21,986	23,700	27,075
AGE	5	42	50	52	58
YEARS OF EDUCATION	5	14	16	16	18
YEARS WITH PRESENT BANK	5	2	7	9	11
YEARS IN POSITION	5	2	5	4	10
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$134.5	$181.7	$171.8	$234.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$11,910	$19,963	$18,550	$28,500
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	6	11,910	19,963	18,550	28,500
AGE	6	29	39	37	47
YEARS OF EDUCATION	6	14	15	16	16
YEARS WITH PRESENT BANK	6	5	8	8	9
YEARS IN POSITION	6	2	4	3	6
REPORTING LEVEL	6	4	4	4	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	6	$100.0	$143.9	$126.0	$188.8

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $250 TO $499 MILLION

Of the 124 banks submitting data for the Pacific region, six banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Administrative Officer
Top Advertising Officer
Top Bank Investment Officer
Bond Department Manager
Branch Manager-Small
Top Business Development Officer
Business Development Officer
Commercial Credit Department Manager
Commercial Loan Department Manager
Junior Commercial Loan Officer
Top Correspondent Bank Officer
Top Financial Officer
Instalment Loan Collection Manager
Instalment Loan Department Manager
Top International Banking Officer
Loan Review Officer
Mortgage Loan Department Manager
Junior Mortgage Loan Officer
New Accounts Officer/ Representative
Officer Trainee (Master's Degree)
Personal Banking Manager
Personal Banking Officer
Portfolio Manager
Top Security Officer
Training Director

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$65.700	$74.580	$75.000	$83.250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	65.700	76.680	82.500	84.750
AGE	5	51	55	56	59
YEARS OF EDUCATION	5	16	17	16	18
YEARS WITH PRESENT BANK	5	7	20	25	31
YEARS IN POSITION	5	4	16	18	27
REPORTING LEVEL	5	1	1	1	1
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$305.0	$371.9	$352.6	$448.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$50.520	$60.830	$63.600	$69.754
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	54.420	64.090	63.600	74.004
AGE	5	31	44	51	55
YEARS OF EDUCATION	5	13	15	16	17
YEARS WITH PRESENT BANK	5	12	20	20	29
YEARS IN POSITION			INSUFFICIENT DATA		
REPORTING LEVEL	5	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	5	35	285	90	632
ASSET SIZE (MILLIONS)	5	$282.4	$359.7	$336.8	$448.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$29,130	$42,572	$33,600	$60,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	30,680	44,892	33,600	64,750
AGE	5	40	46	46	52
YEARS OF EDUCATION	5	13	15	15	16
YEARS WITH PRESENT BANK	5	5	14	8	26
YEARS IN POSITION	5	2	4	4	6
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED	5	29	183	155	352
ASSET SIZE (MILLIONS)	5	$282.4	$359.7	$336.8	$448.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$29,745	$34,610	$30,630	$41,565
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	30,000	35,177	31,820	41,565
AGE	6	46	52	53	56
YEARS OF EDUCATION	6	12	14	14	17
YEARS WITH PRESENT BANK	6	7	18	20	28
YEARS IN POSITION	6	4	9	7	14
REPORTING LEVEL	5	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	6	27	43	33	58
ASSET SIZE (MILLIONS)	6	$287.1	$358.5	$344.7	$436.7

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$23,375	$26,972	$25,156	$30,515
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	23,375	27,605	25,156	33,365
AGE	6	38	43	44	48
YEARS OF EDUCATION	6	14	15	15	16
YEARS WITH PRESENT BANK	6	11	16	16	20
YEARS IN POSITION	6	4	7	7	10
REPORTING LEVEL	5	4	3	4	3
TOTAL EMPLOYEES SUPERVISED	6	16	19	16	21
ASSET SIZE (MILLIONS)	6	$287.1	$358.5	$344.7	$436.7

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$19,370	$26,348	$27,000	$33,000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	19,370	27,128	27,000	34,950
AGE	5	34	42	35	53
YEARS OF EDUCATION	5	14	15	16	17
YEARS WITH PRESENT BANK	5	5	12	9	21
YEARS IN POSITION	5	3	5	5	8
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED	5	2	9	3	18
ASSET SIZE (MILLIONS)	5	$314.3	$375.6	$352.6	$448.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$28,449	$34,775	$34,500	$40,500
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	28,449	35,275	35,200	41,700
AGE	6	37	45	46	51
YEARS OF EDUCATION	6	12	14	15	16
YEARS WITH PRESENT BANK	6	5	11	11	17
YEARS IN POSITION	6	2	4	4	7
REPORTING LEVEL	5	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	10	46	45	82
ASSET SIZE (MILLIONS)	6	$287.1	$358.5	$344.7	$436.7

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$12,000	$16,860	$16,000	$22,150
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	12,000	17,300	16,000	23,250
AGE	5	29	33	33	38
YEARS OF EDUCATION	5	14	15	16	16
YEARS WITH PRESENT BANK	5	5	7	7	9
YEARS IN POSITION	5	2	4	2	7
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$314.3	$375.6	$352.6	$448.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$24,450	$29,668	$30,540	$34,450
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	24,450	30,468	33,900	34,770
AGE	5	36	43	46	49
YEARS OF EDUCATION	5	13	14	14	16
YEARS WITH PRESENT BANK	5	2	14	12	28
YEARS IN POSITION	5	2	7	4	13
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED	5	5	7	7	9
ASSET SIZE (MILLIONS)	5	$282.4	$359.7	$336.8	$448.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$23,010	$30,761	$24,504	$41,640
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	23,910	31,121	24,504	41,640
AGE	5	34	40	35	49
YEARS OF EDUCATION	5	14	16	16	17
YEARS WITH PRESENT BANK	5	5	11	10	18
YEARS IN POSITION	5	2	4	3	7
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED	5	2	5	2	9
ASSET SIZE (MILLIONS)	5	$282.4	$345.3	$336.8	$412.3

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$19,932	$25,445	$22,500	$32,430
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	19,932	25,445	22,500	32,430
AGE	5	36	44	44	52
YEARS OF EDUCATION	5	13	15	16	16
YEARS WITH PRESENT BANK	5	4	6	6	9
YEARS IN POSITION	5	3	4	3	5
REPORTING LEVEL	5	4	4	4	4
TOTAL EMPLOYEES SUPERVISED	5	2	5	3	9
ASSET SIZE (MILLIONS)	5	$305.0	$371.9	$352.6	$448.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE (BACHELORS DEGREE ONLY)

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$9,900	$11,700	$11,100	$13,800
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	9,900	11,700	11,100	13,800
AGE	5	24	25	25	27
YEARS OF EDUCATION	5	16	16	16	16
YEARS WITH PRESENT BANK	5	2	2	2	2
YEARS IN POSITION	5	2	2	2	2
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED			DATA NOT REPORTED		
ASSET SIZE (MILLIONS)	5	$314.3	$375.6	$352.6	$448.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$23,970	$33,620	$34,000	$43,080
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	23,970	33,620	34,000	43,080
AGE	5	39	49	47	60
YEARS OF EDUCATION	5	13	15	16	16
YEARS WITH PRESENT BANK	5	11	16	16	21
YEARS IN POSITION	5	3	4	3	7
REPORTING LEVEL	5	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	5	21	64	41	119
ASSET SIZE (MILLIONS)	5	$305.0	$371.9	$352.6	$448.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$26,250	$31,923	$30,780	$38,875
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	26,250	32,757	30,780	40,875
AGE	6	44	52	54	57
YEARS OF EDUCATION	6	13	15	16	17
YEARS WITH PRESENT BANK	6	3	14	12	21
YEARS IN POSITION	6	1	8	8	12
REPORTING LEVEL	5	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	4	13	7	22
ASSET SIZE (MILLIONS)	6	$287.1	$358.5	$344.7	$436.7

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$34,890	$43,176	$40,300	$52,900
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	34,890	44,096	40,800	54,950
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION	5	15	16	16	18
YEARS WITH PRESENT BANK	5	3	9	12	14
YEARS IN POSITION	5	2	5	4	10
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED	5	6	19	10	37
ASSET SIZE (MILLIONS)	5	$282.4	$359.7	$336.8	$448.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$19,500	$23,428	$24,900	$26,620
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	19,500	24,058	24,900	28,195
AGE	5	42	46	48	50
YEARS OF EDUCATION	5	12	12	12	13
YEARS WITH PRESENT BANK	5	4	7	6	10
YEARS IN POSITION	5	3	3	3	5
REPORTING LEVEL			INSUFFICIENT DATA		
TOTAL EMPLOYEES SUPERVISED	5	6	10	9	14
ASSET SIZE (MILLIONS)	5	$282.4	$359.7	$336.8	$448.5

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $500 TO $999 MILLION

Of the 124 banks submitting data for the Pacific region, two banks were in the $500 to $999 Million asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 41 positions in this asset size category.

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $1 BILLION AND OVER

Of the 124 banks submitting data for the Pacific region, eight banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Top Administrative Officer
Bond Department Manager
Top Business Development Officer
Business Development Officer
Commercial Loan Department Manager
Instalment Loan Collection Manager
Loan Review Officer
Mortgage Loan Officer
Junior Mortgage Loan Officer
New Accounts Officer/ Representative
Officer Trainee (Master' Degree)
Officer Trainee (Bachelor's Degree Only)
Personal Banking Manager
Personal Banking Officer
Portfolio Manager

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$120.000	$178.200	$165.000	$280.000
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	120.000	240.689	200.000	438.900
AGE	6	50	56	57	59
YEARS OF EDUCATION	5	14	15	16	17
YEARS WITH PRESENT BANK	7	7	18	12	31
YEARS IN POSITION	7	2	5	5	6
REPORTING LEVEL	7	1	1	1	1
TOTAL EMPLOYEES SUPERVISED	7	1.322	6.982	5.036	14.835
ASSET SIZE (MILLIONS)	7	$1.358.0	$8.908.3	$4.408.1	$15.000.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$80.000	$106.600	$100.000	$145.000
BONUS	5	12.920	45.760	37.960	82.500
TOTAL COMPENSATION	7	94.440	139.286	132.960	230.000
AGE	6	49	54	52	62
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	7	10	20	23	31
YEARS IN POSITION	7	2	6	5	6
REPORTING LEVEL	7	2	2	2	2
TOTAL EMPLOYEES SUPERVISED	7	191	4.336	1.322	10.467
ASSET SIZE (MILLIONS)	7	$1.358.0	$8.908.3	$4.408.1	$15.000.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

TOP ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$22,200	$29,979	$32,400	$36,548
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	22,200	29,979	32,400	36,548
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	9	15	16	21
YEARS IN POSITION	5	6	7	6	10
REPORTING LEVEL	5	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	5	3	11	4	24
ASSET SIZE (MILLIONS)	5	$1,231.5	$6,490.1	$3,947.0	$13,020.3

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

TOP BANK INVESTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$38,904	$62,682	$55,000	$90,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	41,904	76,162	63,400	116,800
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	15	25	26	36
YEARS IN POSITION	5	4	5	5	7
REPORTING LEVEL	5	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	5	15	46	35	82
ASSET SIZE (MILLIONS)	5	$1,231.5	$8,590.0	$3,947.0	$18,270.1

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

TOP BRANCH ADMINISTRATION OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$35,000	$58,479	$48,600	$100,000
BONUS	5	5,450	24,176	14,580	47,700
TOTAL COMPENSATION	7	39,100	75,748	51,800	147,000
AGE	6	47	51	52	55
YEARS OF EDUCATION	5	15	15	16	16
YEARS WITH PRESENT BANK	7	14	20	22	26
YEARS IN POSITION	7	2	3	3	5
REPORTING LEVEL	7	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	38	2,838	553	6,206
ASSET SIZE (MILLIONS)	7	$1,358.0	$8,908.3	$4,408.1	$15,000.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - LARGE

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$34,400	$37,615	$35,944	$41,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	34,400	40,545	38,744	46,745
AGE	5	44	49	49	55
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	6	16	21	23	26
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	6	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	6	34	48	44	66
ASSET SIZE (MILLIONS)	6	$1,294.7	$5,657.3	$2,720.1	$8,714.2

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - MEDIUM

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$22,125	$25,966	$25,650	$29,549
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	22,125	26,733	26,449	31,800
AGE	5	36	41	40	47
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	6	9	15	16	21
YEARS IN POSITION	6	2	4	4	5
REPORTING LEVEL	6	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	6	20	22	21	23
ASSET SIZE (MILLIONS)	6	$1,294.7	$5,657.3	$2,720.1	$8,714.2

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER - SMALL

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$18,870	$21,035	$20,284	$23,640
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	18,870	21,214	20,284	24,446
AGE	5	37	40	40	44
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	6	10	14	15	18
YEARS IN POSITION	6	2	4	4	5
REPORTING LEVEL	6	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	6	7	9	9	10
ASSET SIZE (MILLIONS)	6	$1,294.7	$5,657.3	$2,720.1	$8,714.2

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL CREDIT DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$24,000	$29,097	$29,400	$33,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	7	24,000	30,597	29,400	33,300
AGE	6	39	43	41	47
YEARS OF EDUCATION	5	16	17	16	18
YEARS WITH PRESENT BANK	7	7	11	11	13
YEARS IN POSITION	7	2	2	2	3
REPORTING LEVEL	7	5	5	5	5
TOTAL EMPLOYEES SUPERVISED	6	6	22	18	39
ASSET SIZE (MILLIONS)	7	$1,358.0	$6,978.8	$3,947.0	$14,907.6

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$21,300	$26,722	$25,200	$32,906
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	21,300	26,722	25,200	32,906
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	7	12	12	17
YEARS IN POSITION	5	2	4	3	6
REPORTING LEVEL	5	6	5	5	4
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$1,231.5	$2,462.2	$1,493.2	$4,177.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

JUNIOR COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$15,600	$18,836	$18,300	$22,340
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	15,600	18,836	18,300	22,340
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	6	12	9	20
YEARS IN POSITION	5	2	2	2	4
REPORTING LEVEL	5	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$1,231.5	$2,462.2	$1,493.2	$4,177.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

TOP CORRESPONDENT BANK OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$39,305	$42,523	$44,700	$46,350
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	40,580	46,063	45,300	53,904
AGE	5	44	55	60	63
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	6	7	20	19	35
YEARS IN POSITION	6	4	6	5	7
REPORTING LEVEL	6	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	5	8	12	10	16
ASSET SIZE (MILLIONS)	6	$1,294.7	$7,893.0	$4,177.5	$16,588.9

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

TOP EDP OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$27,400	$54,784	$50,520	$84,300
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	30,780	68,016	62,520	108,000
AGE	5	41	48	48	55
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	3	12	14	21
YEARS IN POSITION	5	2	5	3	11
REPORTING LEVEL	5	5	3	3	3
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$1,231.5	$10,800.6	$14,907.6	$18,316.3

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

TOP FINANCIAL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$40,000	$71,715	$70,000	$85,000
BONUS	5	9,250	26,540	10,800	51,700
TOTAL COMPENSATION	7	50,000	90,672	80,004	103,000
AGE	6	37	44	41	52
YEARS OF EDUCATION	5	13	15	16	16
YEARS WITH PRESENT BANK	7	7	14	15	19
YEARS IN POSITION	7	3	5	5	6
REPORTING LEVEL	7	3	3	2	2
TOTAL EMPLOYEES SUPERVISED	7	26	126	89	197
ASSET SIZE (MILLIONS)	7	$1,358.0	$8,908.3	$4,408.1	$15,000.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$30,750	$38,359	$33,130	$47,872
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	30,750	42,606	33,130	57,992
AGE	5	49	52	52	55
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	6	11	17	19	24
YEARS IN POSITION	6	4	4	4	5
REPORTING LEVEL	6	5	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	12	192	57	343
ASSET SIZE (MILLIONS)	6	$1,294.7	$7,893.0	$4,177.5	$16,588.9

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$12,750	$15,983	$16,020	$19,197
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	5	12,750	15,983	16,020	19,197
AGE			INSUFFICIENT DATA		
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	4	12	10	21
YEARS IN POSITION	5	2	4	2	6
REPORTING LEVEL	5	6	5	5	5
TOTAL EMPLOYEES SUPERVISED			INSUFFICIENT DATA		
ASSET SIZE (MILLIONS)	5	$1,231.5	$2,462.2	$1,493.2	$4,177.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$30,600	$40,576	$37,500	$55,000
BONUS	5	4,768	9,055	6,000	14,870
TOTAL COMPENSATION	7	36,000	47,044	40,235	68,000
AGE	6	47	52	53	58
YEARS OF EDUCATION	5	14	15	16	16
YEARS WITH PRESENT BANK	7	8	19	16	33
YEARS IN POSITION	7	5	6	5	10
REPORTING LEVEL	7	4	3	3	2
TOTAL EMPLOYEES SUPERVISED	7	22	80	43	189
ASSET SIZE (MILLIONS)	7	$1,358.0	$6,978.8	$3,947.0	$14,907.6

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

TOP INTERNATIONAL BANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$32,250	$63,168	$48,504	$107,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	37,850	81,101	48,504	156,850
AGE	5	44	49	47	55
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	6	8	13	11	17
YEARS IN POSITION	6	3	6	6	9
REPORTING LEVEL	6	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	17	196	41	465
ASSET SIZE (MILLIONS)	6	$1,294.7	$7,893.0	$4,177.5	$16,588.9

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$26,550	$37,591	$38,320	$44,181
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	26,550	40,828	39,024	49,243
AGE	5	37	43	41	50
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	6	2	7	5	15
YEARS IN POSITION	6	1	3	2	4
REPORTING LEVEL	6	4	4	4	3
TOTAL EMPLOYEES SUPERVISED	6	8	30	14	45
ASSET SIZE (MILLIONS)	6	$1,294.7	$5,657.3	$2,720.1	$8,714.2

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	5	$28,200	$36,780	$33,000	$47,250
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	5	29,700	39,560	34,400	52,000
AGE	5	36	45	41	56
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	5	5	12	10	20
YEARS IN POSITION	5	2	3	3	5
REPORTING LEVEL	5	5	4	4	4
TOTAL EMPLOYEES SUPERVISED	5	6	84	12	198
ASSET SIZE (MILLIONS)	5	$1,231.5	$8,099.3	$1,493.2	$18,270.1

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

TOP OPERATIONS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$39,000	$49,600	$47,200	$57,200
BONUS	5	7,316	17,653	12,584	30,525
TOTAL COMPENSATION	7	39,000	62,209	54,584	74,250
AGE	7	44	50	53	55
YEARS OF EDUCATION	6	12	14	15	16
YEARS WITH PRESENT BANK	7	14	20	21	30
YEARS IN POSITION	7	3	6	6	9
REPORTING LEVEL	7	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	23	578	68	703
ASSET SIZE (MILLIONS)	7	$1,358.0	$8,557.8	$4,408.1	$15,000.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

TOP PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$38,875	$49,433	$44,750	$67,450
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	40,175	58,429	49,813	87,685
AGE	5	40	46	49	50
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	6	3	8	9	12
YEARS IN POSITION	6	2	4	3	6
REPORTING LEVEL	6	4	3	3	3
TOTAL EMPLOYEES SUPERVISED	6	51	139	139	205
ASSET SIZE (MILLIONS)	6	$1,294.7	$7,893.0	$4,177.5	$16,588.9

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

TOP SECURITY OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$21,200	$26,329	$28,320	$30,600
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	7	21,200	26,329	28,320	30,600
AGE	6	47	51	51	55
YEARS OF EDUCATION	5	14	15	16	16
YEARS WITH PRESENT BANK	7	2	11	6	23
YEARS IN POSITION	7	2	3	2	6
REPORTING LEVEL	7	5	4	5	4
TOTAL EMPLOYEES SUPERVISED	7	4	20	15	30
ASSET SIZE (MILLIONS)	7	$1,358.0	$6,978.8	$3,947.0	$14,907.6

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$23,375	$29,753	$30,658	$35,775
BONUS			DATA NOT REPORTED		
TOTAL COMPENSATION	6	23,375	29,753	30,658	35,775
AGE	5	38	45	45	52
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	6	3	8	6	16
YEARS IN POSITION	6	2	3	3	3
REPORTING LEVEL	6	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	6	5	9	10	13
ASSET SIZE (MILLIONS)	6	$1,396.1	$7,915.6	$4,177.5	$16,588.9

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

TOP TRUST DEPARTMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	7	$42,096	$62,059	$52,500	$72,500
BONUS	5	7,383	17,473	10,500	31,050
TOTAL COMPENSATION	7	48,061	74,540	63,000	100,500
AGE	6	42	53	59	59
YEARS OF EDUCATION	5	16	17	16	19
YEARS WITH PRESENT BANK	7	17	21	18	32
YEARS IN POSITION	7	5	7	7	11
REPORTING LEVEL	7	3	3	3	3
TOTAL EMPLOYEES SUPERVISED	7	88	305	190	558
ASSET SIZE (MILLIONS)	7	$1,358.0	$6,978.8	$3,947.0	$14,907.6

GEOGRAPHIC REGION: 9
ASSET SIZE: $1 BILLION AND OVER

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
BASE SALARY	6	$24,780	$30,763	$27,280	$39,325
BONUS			INSUFFICIENT DATA		
TOTAL COMPENSATION	6	24,780	32,180	27,280	43,700
AGE	5	34	43	38	54
YEARS OF EDUCATION			INSUFFICIENT DATA		
YEARS WITH PRESENT BANK	6	9	15	13	23
YEARS IN POSITION	6	3	4	4	6
REPORTING LEVEL	6	5	5	5	4
TOTAL EMPLOYEES SUPERVISED	6	35	94	46	135
ASSET SIZE (MILLIONS)	6	$1,294.7	$7,893.0	$4,177.5	$16,588.9